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GENERAL WAGE CENSUS

Part I—Perennial Factories

SECOND REPORT

Report on Wages, Hours of Work and Conditions of Employment in the Printing Industry in the Bombay Presidency (excluding Sind) May 1934

Prepared by the Labour Office, Government of Bombay

Published by order of the Governor in Council

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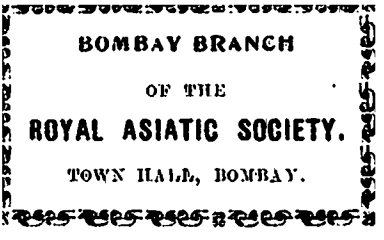

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INTRODUCTORY NOTE.

This is the second of the reports prepared as the result of the general wage census covering perennial factories undertaken by the Labour Office in May 1934. The reasons which decided the Government of Bombay to undertake this census and the manner in which it was conducted are fully set out in the introduction to the engineering wages report which was the first of the series. Briefly it may be stated that the census was conducted on the basis of the muster rolls of all perennial factories in the Presidency and the earnings of every workman in those factories formed the data from which tabulations were made. At the same time, a great deal of information of a miscellaneous character, covering all phases of hours of work and conditions of employment was collected in a special questionnaire and has been incorporated in the reports. Altogether over seven hundred factories came within the scope of the enquiry to which the printing industry has contributed one hundred. The information was collected on special coloured forms dealing separately with men and women, time and piece workers. As the report deals only with concerns registered under the Factories Act, which in effect means concerns employing 20 or more people, the only printing presses included in the census were those coming into that category. In addition to printing presses, this report also includes fine art and litho printing, type foundries and certain occupations on the photographic side of film production.

The first task of the Labour Office was the preparation of a standard list because in printing, as in other industries, a variety of vernacular and local names are used to designate different occupations. In the preparation of this list, the Labour Office derived great assistance from Mr. J. A. Neale, Manager of the Government Central Press and Mr. E. Cullingham, Works Manager of the Times of India Press, and the Labour Office is indebted to them for their valued co-operation.

Outside the occupations peculiar to the printing and allied industries, there are, in all factories, occupations which are common to all, particularly those concerned with what may be called the engineering side of factory organization. All these occupations have been included and dealt with in the engineering report, but they are also given separately in this report and will also be given in other reports of the series. The census month was May 1934.

For the purposes of the census, the Presidency was divided into ten areas. These were the Cities of Bombay, Ahmedabad and Sholapur; the Bombay Suburban, Thana, Kolaba and Ratnagiri districts; Surat and Broach districts; Panch Mahals, Kaira and Ahmedabad districts; East and West Khandesh districts; Poona, Nasik and Ahmednagar districts; Sholapur and Satara districts; Belgaum, Dharwar, Bijapur and Kanara districts. Not all these areas, however, contain units of every industry coming within the scope of the census and the printing industry is an example of this. There are printing presses in every district but in only five areas out of the ten were there presses or allied concerns large enough to be covered by the Factories Act. Therefore, whereas the engineering report covered all ten areas, the printing report deals only with five and in two of these the number of workpeople covered is comparatively small.

As regards field work the same method was followed in the case of printing establishments as in engineering, namely, one or more visits to every factory, by Mr. N. A. Mehrban, Assistant Commissioner of Labour, and his staff, in order to explain the idea of the census and, later, to ensure the correct filling up of the forms. From the printing industry as from the engineering, the Labour Office secured the fullest co-operation not only in the filling up of the wages returns but also the general questionnaire. The latter, together with the general instructions sent out with the forms and the standard lists for engineering and printing occupations, are printed as appendices.

J. F. GENNINGS,

Commissioner of Labour.

CHAPTER I.

Labour in the Printing Industry.

The first of the General Wage Census (Part I) Reports—that dealing with the engineering industry—covered two large groups of workpeople : (1) all persons in all occupations in the 221 perennial factories in the Bombay Presidency proper which were classified under the engineering industry ; and (2) all workpeople in engineering occupations and in occupations common to all factories who came from the remaining 471 non-engineering perennial factories covered by the general wage census in the Bombay Presidency. Included in the latter group were workmen in engineering and " common " occupations who came from the printing industry. This report deals with the printing industry alone but the main tables which are printed at pages 63 to 71 make a differentiation between " process " workers, i.e., those actually engaged in " printing " occupations, and those engaged in engineering and " common " occupations. Chapter VI of this report, which deals with earnings, gives comparative figures of earnings of some of the more important groups of workmen in engineering and " common " occupations as between engineering concerns proper, all perennial factories in the Bombay Presidency and in printing presses ; but as far as the remainder of such occupations are concerned the reader is referred to the main tables in both the first and the present reports.

Types of Factories and Numbers of Workers in the Printing Industry.

The first report on the engineering industry covered engineering and metal trades, electricity and gas generating and refrigeration plants, stone crushing factories, saw mills, ordnance and ammunition factories, water pumping stations and occupations which are common to all factories. The scope of the present report is of a more limited character and mainly covers printing presses proper including photozinco, fine art and litho presses and type foundries. Most of the bigger presses have departments dealing with most, if not all, of these types of work. With the rapid development of the motion picture industry in Bombay City there have come into existence several large studios which use power for developing films, etc. Where twenty or more persons are so employed the units concerned are classed as factories for purposes of the Indian Factories Act and therefore come within the scope of this enquiry. In addition there is one gramophone record making factory and another which develops and finishes photographs for amateur photographers. All these concerns have occupations which are to be found in printing presses and for the purpose of the census they have been included under the printing industry. The total number of concerns coming under the latter classification in the Bombay Presidency proper is exactly one hundred.

Printing presses which are factories for the purposes of the Factories Act and therefore were covered for the general wage census are to be found only in five of the ten territorial areas into which the Bombay Presidency proper was divided for the purposes of the census. The following table gives, by areas and age and sex groups, the figures for the number of persons employed in the one hundred concerns included in the industry in this Presidency as reported in the general questionnaires submitted by the different units along with the census forms :—

TABLE A.—*Distribution of* 100 "*printing*" *factories by areas and numbers employed.*

Areas.	Number of concerns.	Men.	Women.	Children.	Total.
Bombay City ..	62	6,422	17	13	6,452
Bombay Suburban, Thana, Kolaba and Ratnagiri	3	280	1	3	284
Ahmedabad City ..	10	255	..	10	265
Broach and Surat ..	5	114	..	..	114
Poona, Nasik and Ahmednagar	20	2,061	24	4	2,089
Total ..	100	9,132	42	30	9,204

A little over 70 per cent. of the total number employed in the industry are employed in concerns in Bombay City and a little over 22·6 per cent. are employed in the Poona, Nasik and Ahmednagar area. The remaining three areas in which printing presses which are factories are to be found, have 18 concerns in all and these employ between them 663 workers or under 8 per cent. of the total number employed in the Presidency.

NUMBER OF WORKPEOPLE RETURNED IN THE CENSUS FORMS.

The total number of workpeople for whom detailed figures for attendance and earnings were given in the census forms returned by concerns in the printing industry was 8,668 or 536 less than the total number reported in the questionnaires as employed. The difference is partly covered by the number of workpeople borne on factory musters who were absent throughout the census period and for whom no wages data were returned, and partly by the numbers of persons in occupations which have been set aside for treatment in the fifth report on "Salaries and Conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories". The distribution of these 8,668 workpeople is given in the following table by age and sex groups in each of the five areas where printing "factories" are to be found.

TABLE B.—*Number of work-people returned in the Census Forms by Printing Concerns—By areas and age and sex groups.*

Areas.	Number of concerns.	Men.	Women.	Children.	Total.
Bombay City ..	62	6,084	15	10	6,109
Bombay Suburban, Thana, Kolaba and Ratnagiri	3	283	1	3	287
Ahmedabad City ..	10	253	..	11	264
Broach and Surat ..	5	113	..	..	113
Poona, Nasik and Ahmednagar	20	1,871	21	3	1,895
Total ..	100	8,604	37	27	8,668

If the figures in the above table are separated as between process workers and work-people in engineering and "common" occupations the numbers employed in the printing industry would be as set out in the two following tables :—

TABLE C-I.—*Number of process workers returned in the Census Forms in the Printing Industry—By areas and age and sex groups.*

Areas.	Men.	Women.	Children.	Total.
Bombay City	5,705	12	10	5,727
Bombay Suburban, Thana, Kolaba and Ratnagiri	249	....	3	252
Ahmedabad City ..	237	....	10	247
Broach and Surat ..	108	....	....	108
Poona, Nasik and Ahmednagar	1,650	18	3	1,671
Total ..	7,949	30	26	8,005

TABLE C-II.—*Number of workers in Engineering and "common" occupations in the Printing Industry—By areas and age and sex groups.*

Areas.	Men.	Women.	Children.	Total.
Bombay City	379	3	....	382
Bombay Suburban, Thana, Kolaba and Ratnagiri	34	1	....	35
Ahmedabad City ..	16	....	1	17
Broach and Surat ..	5	....	....	5
Poona, Nasik and Ahmednagar	221	3	....	224
Total ..	655	7	1	663

The following frequency table which has been compiled on an area basis shows the size from the point of view of numbers employed, of the 100 perennial factories in the Bombay Presidency proper which have been classified under the printing industry.

TABLE D.—*Frequency distribution of factories on the basis of numbers employed—Printing Industry.*

Number of workers—class intervals.	Number of units employing the numbers of workers specified in column I in					
	Bombay City.	Bombay Suburban, Thana, Kolaba and Ratnagiri.	Ahmedabad City.	Broach and Surat.	Poona, Nasik and Ahmednagar.	Total.
Less than 20 ..	1	....	4	2	2	9
20 and „ „ 30 ..	17	....	2	2	2	23
30 „ „ „ 40 ..	3	....	2	..	5	10
40 „ „ „ 50 ..	11	1	1	1	..	14
50 „ „ „ 100..	11	1	1	..	5	18
100 „ „ „ 150..	10	....	..	..	3	13
150 „ „ „ 300..	6	1	..	..	2	9
300 „ „ „ 500..	1	....	..	..	..	1
500 „ over ..	2	....	..	..	1	3
Total ..	62	3	10	5	20	100

Fifty-six printing concerns employ less than 50 persons each, 18 between 50 and 100, 13 between 100 and 150 and only 13 above 150. The three presses in the Bombay Presidency proper which employ more than 500 work-people each are the Times of India and the Government Central Presses in Bombay City and the Government of India Security Printing Press at Nasik.

Table No. I at page 57 of this report gives the occupational distribution, by age and sex groups, of 8,005 "process" workers employed in the industry. The classification of the 663 workers employed in engineering and "common" occupations in the industry have already been included in the table of occupational distribution printed at pages 103 and 104 of the first of the General Wage Census reports covering wages, hours of work and conditions of employment in the engineering industry. The most common occupation in the printing industry is that of compositors of whom there are 1,796 men, six women and one child. The next most numerically important occupations are those of ballers of whom there are 922 men and three children; binders of whom there are 447 men and five women and letter press machinemen of whom there are 362 men and four women.

RECRUITMENT OF LABOUR.

There is little uniformity in the methods adopted by different concerns in the printing industry in the Bombay Presidency for recruiting the

labour required. The B.B. & C.I. Railway Press in Bombay engages boys as apprentices and trains them up. The Government Photozinco Press at Poona entertains unpaid apprentices for training and these apprentices are given priority when vacancies occur. When the Government of India Security Printing Press at Nasik was started in 1925 little labour was available for the very superior type of work which had to be done. Raw local labour with a nucleus of trained men from other centres was therefore engaged and this was slowly trained up for the type of work required. The " Oriental Watchman " Press in Poona engages its workers from Seventh Day Adventist Mission Schools in India. The Ramabai Mukti Mission Press at Kedgaon in the Poona District, which is run entirely by women, recruits its girls from the school attached to the Mission. All the remaining printing concerns in the presidency stated that labour was recruited either direct by the manager or by the proprietor either by advertisement or through the recommendation of other workers or through the foreman. In certain presses in Poona City composing is done by contract and the contractor engages the required number of compositors from time to time according to the amount of work on hand.

Labour Turnover and Substitute Labour.

The labour force employed in the printing industry in the Bombay Presidency appears to be relatively stable. The statistics pertaining to labour turnover furnished by the various units in the industry show that out of a total of 9,204 persons employed in the industry only 106 or a little over 1 per cent. gave up their employment during the month of May, 1934, or were struck off the muster rolls for various reasons. The number of new hands taken on during the same period was 41. The printing industry in the Bombay Presidency does not employ substitutes in place of permanent workers who may be temporarily absent and none of the 100 concerns in the Presidency reported that any substitutes had been appointed during the month of May 1934.

CHAPTER II.

Payment of Wages.

In India the scope of the term "payment of wages" is exceedingly wide. As was pointed out in the engineering report there is, with one or two exceptions of a limited character, nothing like wage standardization or agreed wage rates in any industrial centre in India and rates and piece-work prices with their methods of fixation vary widely not only between centre and centre, but also between unit and unit in one centre and even between individuals in particular occupation groups in the same unit. There also exists a bewildering complexity in the methods adopted in the calculation of earnings from rates other than hourly rates. Allowances in the form of war or dearness allowance still continue to be paid; and endeavours to secure good attendance are made by doubly penalising unauthorised absence or by offering a cash bonus in addition to the wage or by insisting upon full attendance during a pay period by formulating conditions under which hypothetical "pay for Sunday or a closed day" may be earned. Long pay periods, generally of a month's duration, necessitate the grant of advances against earned wages and the formation of co-operative credit societies. Numerous deductions are made for all sorts of reasons, including fines. All these and several other kindred subjects such as pay periods, duration of the waiting period (the number of days between the end of the pay period and the actual date of payment), superannuation benefits and financial aid, methods of calculating overtime, the manner of dealing with discipline, late attendance, etc., have been covered under the general heading "payment of wages" and this chapter makes an attempt to describe the main variations of the manner in which these matters are dealt with in the 100 factories in the Bombay Presidency which have been included under the general heading of the printing industry, without entering into the details of unimportant rarities.

Principles of Wage Fixation.

The intention of this section is to describe the principles which different employers adopt in fixing the rates which they offer to their workers. In all Government and railway printing presses, the number of posts in each occupation and the scales of pay to be given to the persons who hold them are fixed by the authorities responsible for their administration. These rates cannot be varied by the officers who are actually in charge of the concerns. In most cases the posts in a particular occupation are graded. Two methods of grading are adopted. In one case, each occupation is divided into two or more classes or groups and each class carries a specified rate of pay. In the second case, incremental scales are laid down. For example, in the Government Central Press in Bombay, in the Government Photozinco Press and the Yeravda Prison Press in Poona and in the G. I. P. Railway Printing Press, each printing occupation is divided into two or more classes, each class carrying a specified rate of pay. In the B. B. & C. I. Railway Printing Press each

MAKING UP FORMES IN THE BOMBAY CHRONICLE AND SAMACHAR PRESS

[*To face page 8*

occupation has an incremental scale but the earning of an increment is not always automatic and higher efficiency must be shown before it can be earned. The Government of India Security Printing Press at Nasik was started in 1925. Owing to the paucity of men trained for the type of work required, unskilled workers had to be engaged and the rates of wages offered were pitched slightly higher than the local rates (1) to attract a good class of men in view of the care required in fine printing; and (2) to reduce the temptation to fraud by making a man's job worth holding. In most cases graded daily time rates were fixed.

Many privately owned presses reported that they had "fixed" rates of pay but enquiries made personally go to show that in the majority of such cases vacancies are not filled on the rates previously paid but at the market rates. The governing factors as far as principles of wage fixation in printing presses are concerned are (1) personal efficiency, (2) demand and supply of the type of labour required and (3) rates, so far as they can be ascertained, prevalent in other presses. In seven presses in Poona City more or less similar rates, as standardized by the Printing Press Owners' Association of Poona 12 years ago, obtained. Apart from this standardization of a very limited character, there is nothing like standardization of wages in this industry in the Bombay Presidency and wage rates differ widely for persons doing the same type of work.

Allowances.

The textile industry in the Bombay Presidency is about the only industry in India which still continues to pay wages partly in the form of basic rates prevalent in some year during or immediately after the war and partly in dearness or *moghwari* allowances as they are called. The general tendency in most other industries has been towards consolidation. In the three Government of Bombay printing presses in the Bombay Presidency proper a dearness allowance of 5 per cent. was paid to all workmen on rates of pay between Rs. 50 and Rs. 150 during the period when the general Government emergency cut in salaries was in force and the allowance was withdrawn with the restoration of the cut in April 1935. The G. I. P. Railway Printing Press allows a grain compensation allowance to all workers earning Rs. 30 per month and under and in the B. B. & C. I. Railway Printing Press a local allowance of 20 per cent. is paid to all workers whose rates of wages are up to Rs. 50 per month, of 15 per cent. to those earning between Rs. 50 and Rs. 200 and of 10 per cent. to those earning over Rs. 200. In the Government of India Security Printing Press at Nasik, allowances take the form of free quarters for all workmen with no charges for conservancy or water. In the Ramabai Mukti Mission Press cash wages are nominal intended only for expenditure on clothing and personal incidentals; housing, light and food being provided by the Mission.

In most privately owned printing presses in Poona City wage rates are fixed on the basis of a 6, 6½ or 7-hour day but if the workers are asked to work for a longer day within the hours permitted by the Factories Act an additional half day's wage is paid for the extra hours worked.

Technically, this is not overtime but is a method resorted to by printing press owners to ensure themselves against payment of higher wages during periods of slack orders or depression. One printing press in Poona City pays a city allowance. In all the remaining privately owned printing presses in the Bombay Presidency rates of wages are consolidated.

Bonuses.

In the Government of Bombay Central Press in Bombay City and Yeravda Prison Press in Poona, a bonus of one month's average pay is given to all workers on piece rates of wages for satisfactory work and regular attendance. Absence of not more than 20 days—other than absence on Sundays and holidays—or for sickness or other legitimate reasons qualifies for the bonus. No bonuses of any kind are paid in the Government of India Security Printing Press at Nasik or in any printing press owned by railway administrations. Among privately owned concerns, one gives a weekly good attendance bonus which is paid with monthly wages and seven other printing presses give discretionary annual bonuses at *Diwali* (Hindu New Year). In one of these seven presses, an annual bonus equivalent to one day's pay for each year of service is paid. One printing press distributes every half year an anna in the rupee of profits " among employees who had put in three years' service without causing inconvenience ". One printing press gives to each worker every fifth year one month's pay for each year of service provided five years' fairly continuous service has been put in. Another credits half an anna in the rupee of earnings every month to a special account for each worker and pays him the full amount due to him with interest on the termination of his services. In still another concern bonuses take the form of quinquennial increments. Two concerns grant discretionary bonuses periodically.

Overtime.

The term " overtime " in general parlance is applied to all extra time put in by a worker outside his normal specified daily hours of work. In England where there is no statutory regulation of hours of work, all time put in by a worker outside his daily specified hours of work is remunerated at higher rates, which vary according to whether the overtime was worked immediately prior to normal starting, during the luncheon hour, immediately after closing, during the late evening, at night, in the early morning or on a Saturday afternoon, a Sunday or a holiday. For work during certain hours and on holidays overtime rates in some cases are higher than double ordinary normal rates. An example would help to make the position clearer : John Smith's hours of work are 8 a.m. to noon and 1 p.m. to 5-30 p.m. on Mondays to Fridays and 7-30 a.m. to 1 p.m. on Saturdays. All time within these specified hours would be ordinary time ; all time put in outside those hours would be overtime. That is to say, if John Smith worked two hours extra on Wednesday, he would receive overtime pay for those hours and it would make no difference if he was absent on Thursday or even for the rest of

the week. There is no question of working a specified number of hours in a week before overtime is paid for extra hours on any one day in the week.

In India, the Indian Factories Act, 1911, as modified, by several amending acts, which was in force during the period covered by the general wage census, required that where any worker or groups of workers were exempted from the operation of the statutory limitation of a sixty-hour week, such worker or workers as were employed for more than sixty hours in any week should be paid, in respect of the overtime, at a rate which should not be less than one and a quarter times the rate at which he or they were normally paid. Special registers were required to be maintained for all overtime worked in every week beyond the statutory limit of 60 hours by persons in exempted occupations. No overtime work was permissible in respect of persons employed in non-exempted occupations in factories which worked a six-day week of ten hours each ; and, from the legal point of view, there would be no overtime at all for such persons ; and as a natural corollary there would be no legal overtime for persons employed in non-exempted occupations in factories working a 48, 54, 57 or any other shorter week than a 60-hour week. No special overtime records were, therefore, required to be maintained in respect of the extra time put in by such persons.

In England, where there is, with a few exceptions, no statutory limit of hours " overtime " is clearly defined in joint agreements and special overtime rates are laid down for extra work during periods outside normal specified hours of work. There are no such joint agreements applicable to industries as a whole in this country and consequently employers have the advantage over their workpeople in this matter. The legal requirement that an " exempted " worker must be paid at a rate not less than a time and a quarter in respect of overtime worked beyond the statutory sixty hours in any one week is of course strictly adhered to.

As regards overtime in the sense of the time put in outside specified *daily* hours, the new Factories Act, 1934, which came into operation with effect from the 1st January 1935 requires that where a worker in a factory other than a seasonal factory works for more than ten hours in any one day he shall be entitled in respect of the overtime worked to pay at the rate of one-and-a-half times his ordinary rate of pay. The new weekly limitations of hours of work are 60 in seasonal factories, 56 in continuous process factories and 54 in all other factories. The Factories Act, 1934, requires that the overtime rate for hours in excess of the statutory weekly hours shall be a time-and-a-quarter for hours in excess of 54 and a-time-and-a-half for hours in excess of 60. These provisions, however, only apply to persons in exempted occupations and although the new Act improves the position of the " exempted " worker, the position of non-exempted workers in factories working less hours than the weekly statutory hours has remained unchanged except when they are called upon to work for more than ten hours in any one day.

Reverting to the position of non-exempted workers during the census period, very few concerns indeed paid enhanced overtime rates for extra time beyond normal daily hours. In many cases workers are called upon to put in compensatory time for time lost owing to late attendance or absence and in others workers who put in overtime are asked to take compensatory time off during specified working hours on the day following that on which overtime was worked. These methods mean that the same rate is given for both normal and overtime work. As a matter of fact many concerns reported that no extra rate was given unless the statutory weekly hours were exceeded and in a few cases no additional remuneration was even paid for overtime worked.

In the Government of Bombay printing presses in the Bombay Presidency except the Photozinco Press at Poona, overtime after 7½ hours up to 8½ hours is paid for at normal rates, and after 8½ hours up to 10 hours at a time and a quarter and after 10 hours up to 12 at a time and a half. If, in exceptional circumstances, a press has to be kept open after midnight, double the normal rates are paid but only if a worker has already worked the full 8½ hours on the day concerned. In the Photozinco Press at Poona all overtime beyond the normal daily hours is paid for at a time and a half. In the Government of India Security Printing Press at Nasik overtime is calculated on the basis of daily hours, the daily rated staff being remunerated at the rate of a time and a quarter for every additional half an hour beyond 8½ hours on ordinary days and five hours on Saturdays, and the monthly rated staff receives 1/8th of a day's pay for every additional hour. During the month of May when the Press works a short six-hour day uniformly throughout the week all additional time put in is remunerated at overtime rates. In the G. I. P. Railway Printing Press normal monthly rates apply for a total of 200 hours' work. Overtime only enters into calculation after a worker puts in a total of 200 hours during any one month. The rate paid for hours in excess of 200 is a time and a quarter. In the B. B. & C. I. Railway Printing Press one hour's overtime counts as 1/8th of a day.

Among privately owned printing presses, the Times of India Press gives a time and a half for every hour worked beyond the normal daily hours. Ten printing presses gave no information on how overtime rates are calculated. Of the remainder, 49 stated that overtime is calculated on the basis of monthly hours. The general practice appears to be to pay *pro-rata* the daily or the monthly rate for the additional hours worked. On the other hand, some printing presses in Bombay City have a rather novel system for remunerating overtime. The method followed is to multiply the number of whole rupees of an individual's monthly rate by the total number of overtime hours worked and the result is the number of pies due for the total overtime worked. In other words, if a worker's rate of pay is Rs. 47 per month his overtime rate is 47 pies per hour.

No satisfactory statistics are available with regard to overtime in its ordinary sense because the majority of the concerns which supplied information on this subject in the *General Questionnaire* confused legal overtime with ordinary overtime and *vice versa*. Concerns which called upon workers to put in compensatory time reported that no overtime was worked. The majority of the concerns which furnished figures (many did not) only gave figures for legal overtime. Others combined both ordinary and legal overtime. No attempt has therefore been made to give detailed statistics.

Pay Periods and Waiting Periods.

The English calendar month is almost universally the period of wage payment in the printing industry in the Bombay Presidency but three presses pay wages partly on a monthly basis and partly on a weekly basis to compositors on piece rates of wages. One press pays wages bimonthly and another gives its workers an option for fortnightly payments. In the Government of India Security Printing Press at Nasik, all workers are given the option of receiving their wages either monthly or weekly. Out of 875 workers in this press, 575 elected for weekly wages. The periods elapsing between the end of the pay period and the date of payment (waiting periods), which vary in some concerns for workers on time and piece rates of wages, are set out in the following table which shows the different variations together with the number of units and workers falling within each of the different variations :—

Number of days between end of pay-period and payment.	Number of units.	Number of workers.	Percentage.
Where wages are paid monthly.			
Last day or next working day ..	7 and 2 partly ..	734	8·58
Second working day to 5 days ..	4 „ 1 „ ..	370	4·32
Six to 10 days	11 „ 1 „ ..	588	6·87
11 „ 15 „	20 „ 2 „ ..	3,822	44·68
16 „ 20 „	20 „ 1 „ ..	1,367	15·98
21 „ 25 „	10 „ 2 „ ..	554	6·48
Over 25 days	11 ..	1,098	12·83
Indefinite periods	1 ..	22	0·26
Total ..		8,555	100·00
Where wages are paid bimonthly.			
Six to 10 days	1 partly ..	29	100·00
Total ..		29	100·00

Number of days between end of pay-period and payment.	Number of units.	Number of workers.	Percentage.
Where wages are paid weekly.			
Last day or next working day ..	2 partly ..	600	96·78
Two to five days	1 " ..	8	1·29
20 to 25 days	1 " ..	12	1·93
Total ..		620	100·00
Grand Total ..		9,204	

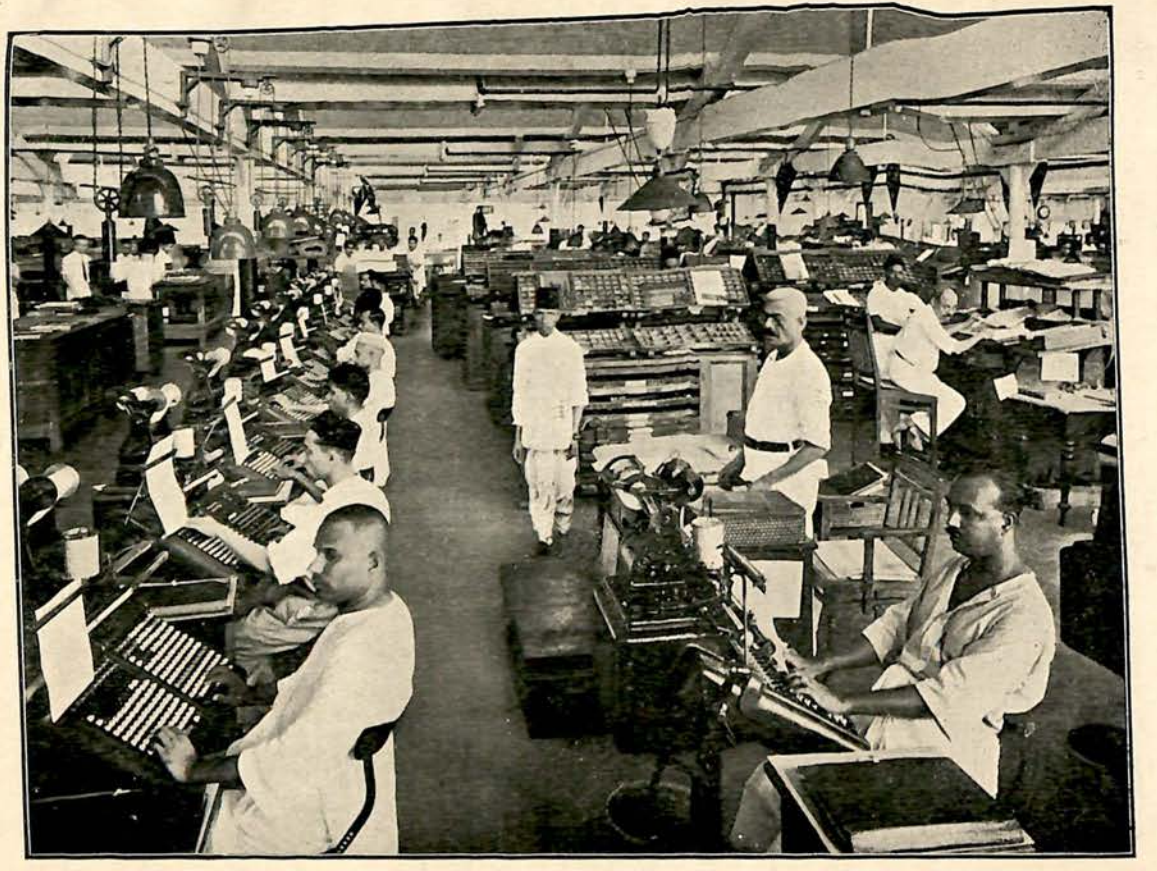
Where wages are paid monthly, nearly 20 per cent. of the 8,555 workers covered receive their wages within 10 days of the end of the pay period. 3,822 or nearly 45 per cent. have to wait from 11 to 15 days and 1,367 or nearly 16 per cent. for 16 to 20 days. 1,674 or nearly 20 per cent. have to wait for much longer periods. Where wages are paid bimonthly, the waiting period is from six to 10 days. It is noteworthy that in the Security Printing Press at Nasik all those workers who elect to receive weekly payments are paid either on the last day of the week or on the following working day.

Advances against Wages.

Twenty-five concerns grant no advances. A few grant them only in cases of extreme necessity. In two cases advances are only granted before festivals. In the majority of cases where advances are granted, definite dates are fixed. Some concerns limit advances to as little as one-fifth of pay whereas others give up to 50 per cent. of due wages. In the Government Central Press, 75 per cent. of nominal pay is granted to piece workers prior to festivals but only when these fall on dates between the completion of the pay period and the pay day. In one press in the Poona, Nasik and Ahmednagar area advances take the form of grain which is distributed on the first Friday or Saturday of every month. Regular advances against wages are granted by all the 15 printing presses in Ahmedabad City and the Broach and Surat areas. Interest on advances is only charged by one printing press in the Presidency and the rate is six pies per rupee.

Methods of Wage Calculation.

Out of 100 factories in the Bombay Presidency proper which have been included in the printing industry, hourly rates of wages obtain only in three printing presses—two in Bombay City and one in Poona. Very few presses indeed have daily time rates and then only for certain categories of their workpeople. The majority of the concerns in this industry pay their workmen on monthly rates. In five concerns the monthly rate is for the number of working days in any particular month and the workers receive payment *pro rata* the number of days they



THE COMMERCIAL COMPOSING SECTION OF THE TIMES OF INDIA PRESS, BOMBAY, SHOWING MONOTYPE KEYBOARDS IN ACTION

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actually put in. The most prevalent method of calculating earnings for the number of days worked in the printing industry, however, is to divide the monthly rate by the total number of days in a month, including Sundays and holidays and to attach various conditions to the worker receiving pay for Sundays and holidays. Out of the 81 concerns which follow the system of calculating earnings on the basis of all the days in the month, 65 units do not pay wages for the Sunday or holiday if a worker is absent either on the day preceding or on the day succeeding the closed day or on both. In the two Government of Bombay presses in Bombay and Yeravda, the wages due for Sundays and holidays are not deducted unless the absence on the days preceding and succeeding the stop days exceeds the number of permissible days for casual leave ; and in the case of the B.B. & C.I. Railway press, the number of permissible days for both privilege and casual leave. In two cases, payment for closed days is only stopped if the absence is prolonged or unauthorised. In the case of one press the monthly rate is calculated for all the days in the month, a day is calculated as eight hours, and if anyone is absent or late, one pie per rupee of his pay is deducted for every hour of absence from the pay due for the closed day in addition to the actual loss of pay for the period of absence. Thus, if a worker's pay is Rs. 34 per month, 34 pies per hour of absence are deducted from the pay due for closed days. In nine printing presses in Ahmedabad City the system followed for payment of due wages for closed days is entirely different to that usually followed in other presses and industries in the Bombay Presidency. In printing presses in Ahmedabad, no worker secures the full monthly rate due to him even if he has put in regular attendance for all the days in a month. In most presses workers who put in less than 16 days' attendance in a month receive no pay for Sundays, those who attend for 16 to 20 days receive pay for one Sunday, those who attend for 21 to 25 days receive pay for two Sundays and those who attend for all the working days in a month receive pay for three Sundays. There are several variations of this : in one press ten days' attendance brings pay for one Sunday, 20 days' attendance pay for two Sundays and 25 or more days' attendance pay for three Sundays. In another, no worker who puts in less than 20 days gets pay for Sundays even if he has put in three weeks' regular attendance. In short, a part of the monthly wage rate is converted into a good attendance bonus. Two concerns which calculate daily earnings on the basis of all the days in the month do not ordinarily deduct pay for Sundays unless absence on working days exceeds 30 days in a year. One press in the Broach and Surat area calculates daily rates from monthly rates on the basis of all the days in the month but does not pay any wages for Sundays and closed days!

Unauthorised Absence.

Loss of *pro rata* wages is universally, in all industrial concerns, a *sine qua non* for any kind of absence from duty except in cases where casual leave with pay is allowed or where all absences are debited to leave accounts. The point of interest, however, lies in the measures which are taken to ensure greater regularity in attendance.

Some ten to fifteen years ago, when the supply of available labour usually fell short of normal demands, there was considerable evidence of a widespread prevalence of a system of "*double khada*", a practice by which a workman lost two days wages for each day of absence—in some cases even for absence after due intimation to the employer had been given. During recent years the *double khada* rule has been considerably modified and is in operation, either in the original or in a milder form, in only rare cases although many sets of factory regulations do contain rules to the effect that a workman will lose two days' wages for each day of absence. Today, unauthorised absence when excessive is generally dealt with by warning and dismissal. Modified forms of *double khada* are a fine of two hours' or a quarter day's pay; or, in some cases where monthly rates of wages prevail, a cut of a pie per rupee for every hour of absence. Thus, if a worker on Rs. 48 per month remains absent for a working day of eight hours, he will lose 48×8 pies or Rs. 2 for that day.

In printing presses in the Bombay Presidency proper, the original *double khada* rule only obtained in the case of six units in May 1934; and only if a medical certificate was not produced in the case of one other unit. In the Government Central Press and in the G. I. P. and the B. B. & C. I. Railway presses in Bombay City periods of unauthorised absence, unless of sufficient frequency to warrant dismissal, are debited to casual or to privilege leave accounts. In the Security Printing Press at Nasik a worker who remains absent for four days without leave loses six days pay; in the Yeravda Prison Press unauthorised absence counts as "absence without leave"; and in the Government Photozinco Press, leave without pay is granted to those who remain absent without permission. In one press a fine of four annas per day is inflicted in addition to loss of wages.

Late Attendance.

The methods of dealing with late attendance vary widely. In the Government of India Security Printing Press at Nasik a worker loses a quarter day for lateness up to 15 minutes and three-eighths of a day for lateness of 15 minutes to an hour. In the Government of Bombay Central Press in Bombay City all late attendance hours are deducted from overtime hours and if a worker has no overtime hours to his credit, his casual leave account is debited with half a day for lateness of half an hour to four hours and a full day if he is late by more than four hours. In the Yeravda Prison Press, lateness up to half an hour is condoned and lateness of half an hour to $3\frac{3}{4}$ hours counts as a half day's casual leave. In the Government Photozinco Press, a fine of one anna is imposed for every 15 minutes. In the B. B. & C. I. Railway Press all lateness of half an hour to an hour is noted and three such notes in a month count as one day's leave with or without pay as the case may be. Among privately-owned presses, one press which grants pay for 12 holidays in a year cuts pay for one holiday for lateness on three occasions. Most non-Government concerns ignore lateness up to a quarter of an hour provided it is not frequent. In a few cases lateness even up to

an hour is condoned. In some cases where lateness exceeds the period of condonation, the deduction is *pro rata* the daily or monthly rate. Among concerns where hourly rates are paid, pay is only given for the actual number of hours worked. In cases where elements of penalty are added, the variations found are: (1) loss of $1\frac{1}{4}$ the usual rate; (2) loss of wages at overtime rates—generally a pie per rupee of the monthly wage rate per hour; (3) non-admittance of a worker on the day he is late; (4) loss of a quarter day's pay for absence up to 15 minutes, a half day's pay up to 30 minutes, three-quarter day's pay for 45 minutes and no admission after an hour; (5) loss of a half day's pay for lateness of over half an hour, etc.

It has been observed elsewhere in this chapter that most printing presses in Poona fix daily rates of pay on the basis of a $6\frac{1}{2}$ or 7-hour day and that if a person works for the statutory hours permissible under the Factories Act, an additional half day's wage is given. In such of the printing presses in Poona city which follow this practice, late attendance is often ignored and some concerns actually stated that "all workers are permitted to come in up to three hours late". One press reported that punctuality among its workers was very good and that the question of framing any rules to deal with lateness had not yet arisen.

Disciplinary Rules.

Seventy-four out of the 100 concerns included in the printing industry in the Bombay Presidency proper had framed no rules of conduct or discipline for the guidance of their workmen. Such rules are, however, to be found in almost all the larger printing presses, including Government and railway presses. The Security Printing Press has an elaborate set of standing orders relating to attendance, hours of work, overtime, rates, fines and penalties, etc. These are circulated to all workmen and are also placed on the notice board. In the case of the three Government of Bombay presses, the Bombay Civil Services Conduct, Discipline and Appeal Rules apply to all workmen and in the G. I. P. Railway Press, the Government Servants Conduct Rules apply. In the B. B. & C. I. Railway Press, the general discharge and dismissal rules of the railway apply.

In all cases where rules or standing orders have been framed for the guidance of the workpeople, such rules specify (1) the general hours of work and intervals; (2) the conditions under which fines, penalties and forfeitures of wages may be inflicted for stated offences, particularly with regard to absence without leave and termination of employment without notice; (3) the circumstances under which employees are liable to instant dismissal with or without forfeiture of wages, etc. Employment in two different concerns simultaneously is prohibited in almost all sets of rules.

In all cases where notice is required prior to terminating service, the period of the notice is generally one month. One press, however, makes a distinction between probationary (those who have not put in

six months' service) and permanent hands. Probationary workers are required to give or may be given a week's notice. For permanent hands the period of notice is a month on either side. Failure to give the required amount of notice prior to leaving is, in theory, and to some extent in practice, penalised with forfeiture of due wages. One printing press in the Poona, Nasik and Ahmednagar area requires all workers to deposit one month's pay as security against failure to give notice and this is forfeited if a workman leaves without giving notice.

Gross disobedience, wilful neglect of duty, wilful damage to an employer's property, theft and frequent absence from duty are among the more important offences which are punished with dismissal. Among the offences for which fines are inflicted are smoking, spitting, habitual carelessness, absence without leave and late attendance.

In almost all cases where disciplinary rules have been drawn up, these rules are printed in English and the vernacular and are prominently posted in conspicuous places in the factory. In two concerns they are printed in book form and each worker is given a copy. In three concerns summaries of the rules are printed at the back of the attendance cards which all workers are expected to carry. In one concern the rules are printed on the muster roll which is signed daily by all the workers.

In the majority of concerns which have no rules, punishments are meted out in accordance with custom and prospective workers are expected to know the things that are customary before they take on employment.

Extent of Fining.

Out of the 100 "printing" concerns in the Bombay Presidency proper employing 9,204 workpeople, 66 concerns employing 4,460 workers or 48 per cent. of the total number employed inflict no fines of any kind on their workmen. Out of the remaining 34 concerns employing 4,744 workers, 21 employing 3,139 workers, inflicted no fines during the month of May 1934. In the remaining 13 concerns employing 1,605 persons where fines were inflicted, the number of individual cases in which fines were imposed amounted to 66 and the total amount collected in fines was Rs. 85-3-0.

The practice of handing over damaged material to a workman who is responsible for the damage and of deducting its value from his wages is not prevalent in 94 concerns in this group including the two railway presses. The system is, however, practised in six concerns including the Government Central Press. In five cases the deduction is made at the cost price of the damaged article and in one case at the price which the article would have fetched if not damaged.

Two matters which have a close bearing on the subject of "extent of fining" are (1) limits to fining; and (2) the manner in which fines are utilised. Limits to fining may be of two main types; (1) a limit to the amount of fine which may be imposed at any time for any single offence;

and (2) a limit to the aggregate amount of fines which may be imposed on any particular individual in any particular pay period. Each type has variations. In the former case the limit may either be in relation to pay e.g., one or two days' pay ; or a fixed amount of say eight annas, one rupee, five rupees, etc. In the latter case aggregate fines may be limited to fixed amounts irrespective of pay and expressed either as so many days' pay or so many rupees or may be related to the amount of pay and expressed as a percentage of the aggregate earnings for any particular pay period.

In several of the concerns which have framed conduct rules, for the guidance of their workpeople, the orders relating to fining lay down the scales of fines which will be imposed for first, second or subsequent offences of the same character. In others maximum limits to individual fines obtain. For example, the Security Printing Press at Nasik has laid down definite scales of fines for all types of offences. There are two scales of fines for time workers. In scale I each fine is about 25 per cent. of the daily rates of wages and in scale II they are a little more than double those in scale I. On the first occasion a fine in accordance with the rates in scale I is inflicted. On the second and third occasions fines on scale II and on the fourth occasion a fine on scale II and one week's notice are given. Cases of gross carelessness or insubordination are specially dealt with. For workers on piece rates of wages specific rates of fines are laid down for different offences. In the Government Central Press in Bombay the fine takes the form of overtime work. In other words, fining is in hours debited to overtime account. No limits to fines have been prescribed in the Government Photozinco Press and the Yeravda Prison Press but in the former fines do not generally exceed one rupee. Most of the concerns which resort to fining have not laid down any limits beyond which workers should not be fined. One concern stated that fines do not exceed 50 per cent. of wages. In cases where definite limits have been laid down in the rules, these are—Rs. 10 in one case, Rs. 5 in two cases, 8 annas in two cases and two days' pay in one case.

Disposal of Fines.

In railway printing presses all fines are credited to the central railway fines fund accounts which are utilised for staff welfare. Two privately-owned printing presses credit fines to workmen's benefit and welfare funds; and one utilises them for the purchase of sports' requisites for the workers. Another spends amounts so recovered on charity and one concern remits them at the discretion of the employer after intervals dependent upon the good behaviour of the workman concerned. In all other cases, including that of the four Government presses in the Presidency proper, fines are appropriated and go to reduce the wages bill.

Superannuation Benefits and Financial Aid.

Superannuation benefit schemes may be divided into two main types: (1) contributory and non-contributory provident funds; and (2) pensions

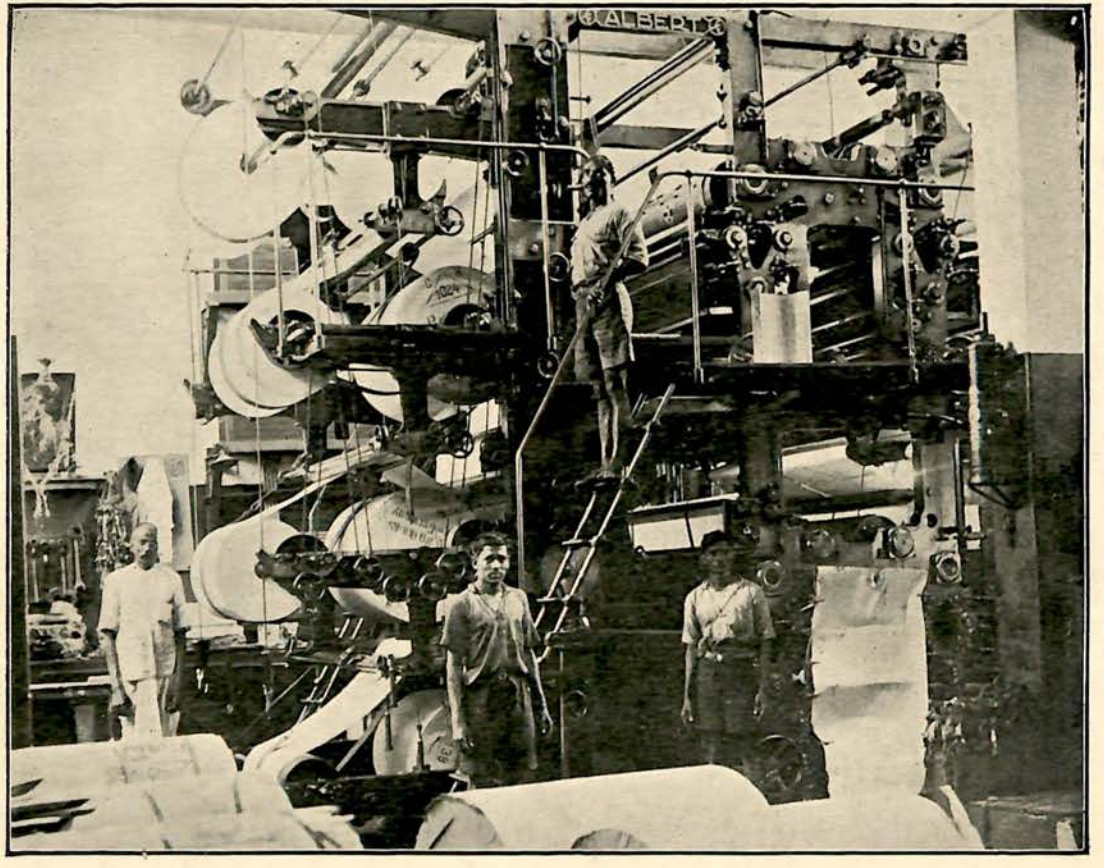
and retirement gratuities. Provident funds are contributory when both the employed person and the employer subscribe to them. They are non-contributory when the employed persons alone subscribe to them. In cases where large bodies of Government servants are brought under the operation of contributory schemes, special funds, such as the State Railways Provident Fund, are formed. Whilst it may be compulsory for certain categories of workers employed in concerns having contributory provident funds to subscribe to such funds, non-contributory schemes are optional.

The term " pension " applies to a periodical recurring payment made to a worker, after his retirement, generally until his death. A " retirement gratuity ", on the other hand, is a lump sum payment made to a worker when he leaves the factory where he is employed for good. Whereas certain categories of workers are entitled to join contributory provident funds and at the same time to receive gratuities on retirement, no groups of workers are entitled to both gratuities and pensions or to the benefits of both contributory provident fund schemes and pensions.

Every worker subscribing to a provident fund has the right, on relinquishing his post, to withdraw that part of the total amount standing at the credit of his account which represents his own subscriptions to the fund and the interest thereon. A worker, however, has no right to that part of the provident fund account which represents the employer's contributions and the interest thereon or to a gratuity or pension unless he puts in a qualifying period of service.

Provident Funds.

The workers of the Security Printing Press at Nasik are not permitted to join the Government provident fund. In the three Government of Bombay Presses, among workers, only persons in certain occupations which are listed by Government as belonging to the executive branch of the subordinate printing service have the option of contributing to the general Government provident fund. Among these listed occupations are compositors, binders, copy-holders, mono and lino key-board mechanics, etc. All categories of workers classified in the inferior branch of the service such as binders and die-stampers' boys, flymen and litho pressmen, etc. and members of the menial services are not permitted to join the fund. Subscriptions to the fund vary between one anna and 2½ annas for every rupee of pay at the option of the subscriber. Government do not make any contribution in the case of those who are entitled to pensions but in the case of Government servants on contract, most agreements provide for a compulsory contribution of one-twelfth of pay and Government contribute an equivalent amount. Government, however, allow compound interest at varying rates based upon a three-year average of the rates at which Government borrow money. The rate for 1933–34 was 5½ per cent. and for 1934–35 it was 5¼ per cent. In railway printing presses all workers are compulsorily required to contribute one-twelfth of their pay to the general railway provident fund and the railway administrations contribute equal amounts but the extent to which the



THE 64-PAGE ROTARY MACHINE WHICH PRINTS *THE BOMBAY CHRONICLE*

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employers' contributions can be withdrawn depends on the length of service. The B. B. & C. I. Railway provident fund allows interest at the rate of 5¼ per cent. on all provident fund balances.

Among privately owned presses four concerns have provident funds to which the workers are permitted to contribute. In one case contributions are optional and are limited to 5 per cent. of pay. The employers contribute an equal amount and 5 per cent. interest is allowed on the annual credit balances. The fund is looked after by a Board of Trustees. In three other cases workers' contributions are one anna in the rupee of pay. In two of these three cases employers contribute equal amounts and in the third half an anna in the rupee. One of these funds is registered under the Trusts Act and the second is invested in improvements in the press itself.

Pensions and Retirement Gratuities.

As the Security Printing Press at Nasik was started only in 1925, the question of paying superannuation gratuities to its workpeople has not yet been considered by the Government of India. In the three Government of Bombay presses in the Presidency proper all workers except temporary compositors on piece rates of wages, are entitled to pensions on retirement in accordance with the Bombay Civil Service Rules. Retirement is ordinarily at the age of 55 but if workers are physically fit and if their services are required they may be kept on up to 60. These rules have been fully described in the engineering report.

In railway printing presses service gratuities are paid instead of pensions. In the G. I. P. Railway Printing Press, the State Railways' rules apply. In the B. B. & C. I. Railway Printing Press gratuities are only earned after service of 15 years. The rate is a half month's pay for each year of service limited to 15 months' pay in all. If a worker dies before completing 15 years' service, a compensation gratuity equivalent to a half month's pay for each year of service limited to six months' pay in all is granted to the members of his family.

Among privately owned printing presses, the Times of India Press gives a monthly pension equivalent to a quarter of the salary earned prior to retirement to all workers who have put in 25 years unbroken service. For those who have put in 30 years' service the rate is one-third. Another printing press gives a monthly pension equivalent to one-third of the pay on retirement to those workers who have served from 10 to 20 years or over. In four other concerns discretionary pensions and/or gratuities are granted dependent on meritorious services but they cannot be claimed as of right. One press gives a gratuity of half a month's pay for every completed year of service but in this case also these gratuities are only paid to persons who have put in approved service. The management of one press, which runs an insurance agency, insures the workers in the press for endowment policies which are allowed to lapse, with benefit of surrender value to the employer, if a worker leaves prior to being retired.

The Times of India has an employees' death benefit fund which all workers are compulsorily required to join as soon as their names appear in the pay abstract. Deductions of four and two pies in the rupee are made from the earnings of all workers according to whether they earn Rs. 50 per month or over or under. No deductions are made from pensions. For the higher rated staff a death benefit amounting to the equivalent of two-third's of one month's pay for every year of service prior to 1st January 1921 and one month's pay for every subsequent year's service up to 30 years is paid to the deceased worker's family or nominee. In the case of the lower rated staff the rates are two-fifths and two-thirds of a month's pay for every year of service prior and subsequent to 1st January 1921. In case a worker dies before contributing to the fund for 24 months, the death benefit amounts to double the amount of his total contributions to the fund. An entry into the ranks of those who contribute to the fund at the higher rate requires contributions at that rate for four years before a worker's family can claim benefit on the basis of the higher rate of pay. Members leaving service of their own accord are refunded the amount of their contributions but those who have put in 15 years' service or over are entitled to an additional 50 per cent. Persons who are retrenched prior to retirement may continue members of the fund or withdraw their contributions plus 50 per cent. as they choose.

There are no schemes of sickness insurance in operation in any unit in this industry in the Bombay Presidency but one large private press in Poona gives a sickness benefit of full pay to married and half pay to unmarried workers if certified sick by a medical practitioner recognised by the firm. Another press gives its employees small sickness benefits from a workmen's relief fund.

One Mission press in Poona has a special "leave bonus scheme". All clerks and workers in receipt of monthly wages amounting to Rs. 125 or less are allowed to depsoit savings up to Rs. 32 per year. To this the Mission adds 50 per cent. at the time a worker proceeds on leave. The Mission's bonus is, however, given only to those workers whose homes are more than 500 miles away from Poona. Accumulations are permitted over four years in the case of married and two years in the case of single workers. Another Mission press in Surat pays half the amounts or premia for insurance policies to those workers who have put in 10 years' service. The same press also sometimes grant a sickness benefit amounting to half pay in specially deserving cases.

Co-operative Societies.

Both the Government Central Press and the G. I. P. Railway Printing Press in Bombay have co-operative societies for their workmen and these are controlled by representatives of the workers. The workers of the B. B. & C. I. Railway Printing Press are permitted to make use of the B. B. & C. I. Railway Co-operative Bank from which loans at 4$\frac{3}{8}$ per cent. interest and repayable in six to 48 instalments are granted.

The workers are also permitted to make use of the Railway's savings bank where interest at $3\frac{3}{4}$ per cent. is given on all deposits. The Security Printing Press at Nasik has a Co-operative Society for its permanent employees but all the workmen in the Press are permitted to participate in a scheme of " recurring deposits ". A " recurring deposit " is a deposit made by a member who undertakes to pay to the society every month a fixed amount of one rupee or a multiple thereof for a period of 12, 24, 45, 84 or 132 months and who receives before the close of the 14th, 26th, 47th, 86th or 134th month, for each rupee. a sum of Rs. 12-6-8, Rs. 25-8-0, Rs. 50, Rs. 102-8-0 or Rs. 180-8-0 respectively. In the event of a contributor's premature death, the amount standing to his credit is to be paid to his nominee. Members of the establishment who are on daily rates of pay and who have been allowed to contribute to this fund can be granted loans to the extent of 90 per cent. of their deposits. The two Government of Bombay Presses at Poona have no co-operative societies. Among privately owned printing presses, three concerns have organised co-operative credit societies for their workmen. In one case the society is controlled by the Servants of India Society and in the others by mixed committees of the representatives of both the employers and the work-people.

CHAPTER III.

Shifts, Hours of Work and Leave.

Number of Shifts.

Out of the 100 factories in the Bombay Presidency which have been included in the "Printing Industry" group, 83 worked only one shift per day, 13 presses worked two shifts and two three shifts, one press worked two shifts on Saturdays and one shift for all the other working days in the week and another two shifts as and when necessary. Out of the 13 presses which worked two shifts, five only worked their newspaper department on two shifts and the remaining departments on one shift. In the remaining eight presses, one works uniformly a 7-hour day for both shifts and another uniformly a 7½-hour day and a third uniformly an 8-hour day. In two presses where the day shift is worked for eight hours, the night shift is one of six hours in one case and six and a half hours in the other. One press works a 7½-hour day and a 6-hour night and another an 8½-hour day and a 5-hour night. In the two presses which work three shifts, one press has an equal distribution of eight hours for each of the three shifts but in the second the three shifts are of eight hours, nine hours and seven hours respectively. In many cases relays on shifts are interchangeable—the workers ot one shift being transferred to another by rotation after intervals of a week or of a fortnight. In three cases, however, there is no interchangeability.

Weekly Hours of Work.

There is a bewildering variety of daily and weekly hours of work in the printing industry in the Bombay Presidency proper and the weekly hours vary from as few as 33 to as many as 60—the statutory hours permissible under the Indian Factories Act during the census year and before the 54-hour week for perennial factories was brought into effect. An enumeration on the basis of daily hours is not feasible on account of the working, in many large concerns, of a short day—generally Saturday—in the week. The statistics reproduced in the following table are, therefore, compiled on the basis of weekly hours. The number of units and the number of workers in each group are shown separately.

Weekly hours.	Number of units.	Number of workers.	Percentage to total.
33 (night shift)	1	8	0·09
36	1	64	0·70
36 (night shift)	4	63	0·69
39	1	51	0·56
39 (night shift)	2	54	0·59
40	1	242	2·64
40½	1	138	1·58
41½	2	37	0·40
42	5	173	1·89
42 (night shift)	3	33	0·36
43	1	139	1·52
43½	1	43	0·47
44	2	591	6·46
45	19	2,600	28·40
46	1	34	0·37
48	43	2,664	29·01
50	2	279	3·05
51	8	1,399	15·28
54	7	418	4·57
54 (night shift)	1	10	0·11
57	1	20	0·22
60	3	95	1·04

The greatest densities according to numbers employed are to be found in the 45 and 48-hour weeks. 2,600 workers in 19 concerns or 28·40 per cent. of the total number employed enjoy a 45-hour week and 2,664 workers in 43 concerns or 29·01 per cent. of the total number employed enjoy a 48-hour week. 2,106 workers in 18 concerns or 23 per cent. of the total number employed had weekly hours varying between 48 and 54 but it is noteworthy that only four concerns, employing between them 115 workers or 1¼ per cent. of the total number employed, had weekly hours in excess of 54.

The Government Central Press is the only unit in Bombay City which employs women. Weekly hours are 41 distributed over a 6-hour day on days preceding weekly rest days and 7-hour days on other working days. A rest interval of one hour is granted on all working days and the total spreadover does not exceed eight hours. In the Ramabai Mukti Mission Press at Kedgaon where only women are employed, the weekly hours of work amount to 33 divided into five days of six hours each and a half day of three hours. An interval of two hours is allowed on the "full" working days. Only one unit in Bombay City employed children. The daily hours were seven including a rest interval of one hour and weekly hours amounted 36. Four printing presses in Ahmedabad City which employ 10 children between them furnished no information regarding the daily or weekly hours of work of child employees.

Rest Intervals and Weekly Holiday.

Unlike the textile and the engineering industries where work, in concerns which do not observe a short Saturday, normally begins at 7 a.m., 7-30 a.m. or 8 a.m. and ends at 5 p.m., 5-30 p.m. or 6 p.m., the actual hours of work in units in the printing industry vary not only between centre and centre but also as between concern and concern in the same centre. This variation is largely due to the exigencies of the trade and to whether a particular press is responsible for the printing of a daily newspaper or a periodical. These exigencies are also responsible for lengthening the spreadover of hours. For example, in one press in Bombay City, which worked all employees in May 1934 on the basis of a 10-hour day, the actual hours of work were from 2 p.m. to 7 p.m. and from midnight to 5 a.m. the total spreadover being one of 15 hours. In most cases, however, the spreadover does not exceed ten hours and the most prevalent rest period is of an hour's duration. One press in Bombay City, which worked a night shift of 6½ hours, granted a rest interval of an hour and a half after the first period of three hours work. In seven concerns in Bombay City the hours of work on the day preceding the weekly rest day were shorter than those on other working days. In two of these cases, where the normal daily hours were 7½, the hours on the short day were 6½ with an interval of one hour. In the remaining five cases the distribution was as follows: (1) Normal daily hours—7, daily hours on short day—5½; (2) 8, 5; (3) 7, 5; (4) 7½, 4½; and (5) 7½, 4.

In ten presses in Ahmedabad City, the daily hours were uniform for all working days in the week and the rest interval was half an hour in five concerns and an hour in the remainder. In the Poona, Nasik and Ahmednagar area, the rest interval in privately owned presses is generally of an hour's duration but two presses granted a recess of an hour and a half. In one press which works two shifts, the workers on the day shift of eight hours get an interval of three hours in the newspaper department and an interval of two hours in other departments, and the workers in the second shift of seven hours get an interval of only half an hour.

In the Government of India Security Printing Press at Nasik the normal weekly hours are 51 divided into six equal days of 8½ hours each excluding a recess of one hour. In the month of May every year, however, weekly hours are restricted to 36 divided into six days of six hours each and no interval is allowed on the short days. The Government of Bombay Yeravda Prison Press at Poona works a uniform 7½-hour day or 45-hour week with a rest interval of an hour. In the Government Photozinco Press at Poona, daily hours are normally 7½ on Mondays to Fridays and 5½ on Saturdays with a recess of half an hour every day; but, during the summer (2nd week of March to the 2nd week of June) a regular 6-hour day or a 36-hour week with a recess of half an hour each day is worked.

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A SECTION OF THE MANUAL COMPOSING ROOM OF THE TIMES OF INDIA PRESS

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In one privately owned press in Poona which works a 10-hour day on two days in the week and a 7-hour day on the remaining four days in the week, a recess of three hours is granted in the former case and an hour in the latter. Apart from the case of the Government Photo-zinco Press at Poona which has already been dealt with, only one of the remaining 19 presses in this area works a short day in the week. The weekly holiday in this press is given on Saturdays and the distribution of weekly hours is eight hours from Sundays to Thursdays and six hours on Fridays. One press in the Bombay Suburban District which works an 8½-hour day has a total spreadover of 11 hours from 7 a.m. to 6 p.m. with three rest intervals aggregating 2½ hours in all. One press in Surat which also has an 8½-hour day grants a rest-interval of two hours. But this press grants no interval in the case of its night shift which is required to work continuously for 5½ hours. One Mission press in this area works a 7½-hour day from Mondays to Fridays and a 6-hour day on Saturdays.

In 91 out of the 100 concerns included in this group the normal closing day is Sunday, in three cases it is Saturday, in two Friday, and in one case each it is Monday and Wednesday. One press keeps open every day in the week and each worker is given the statutory weekly holiday by rotation. In the case of one large publishing house, Saturday is the off-day for the news department and Sunday for the rest of the establishment. The Ramabai Mukti Mission Press grants the first Thursday of every month as a holiday with pay, in addition to Sundays. One press in Poona which works the operatives in its newspaper department in two shifts interchanges its workers between the shifts every week and gives every worker an off-day after every six days' work.

Leave.

The question of allowing industrial workers the right of having annual holidays with pay has recently become of international interest owing to the Nineteenth Session of the International Labour Conference held in June 1935 having decided to place the subject on the agenda of the ensuing Twentieth Session for second and final discussion. In India, holidays with pay are enjoyed only by a very small percentage of the population ; but, owing to the preponderance, in numbers employed, of the workmen in Government and railway factories and in the factories owned by public and local bodies and public utility companies, the engineering industry in the Bombay Presidency easily outstrips all other industries in the leave with pay privileges which are enjoyed by its workers. The Printing Industry, owing partly to similar reasons, comes next and a little over 20 per cent. of the factory workers employed in this industry in the Bombay Presidency proper enjoy leave with pay privileges of varying degrees. The leave rules of different administrations vary widely, and different sets of rules are adopted not only for different classes of employees of the same administration but also for the same or similar types of employees, according to the dates when they first joined service. Leave rules often run into several printed

pages and it is obviously not possible to give more than a very brief and broad outline of the main systems which are in operation.

In the Government Central Press in Bombay and in the Government Photozinco and Yeravda Prison Presses in Poona, all workers on time rates of wages who joined service before the 21st September 1933 are entitled to the same leave privileges as other Government servants of Asiatic domicile who come under the ordinary leave rules. These rules vary, in the privileges which they afford, according to the dates on which a Government servant first joined duty, and have been described in the first report.

Both old and new workers in the Government of Bombay printing presses on time rates of wages are allowed 20 days' casual leave with pay during every calendar year in addition to privilege leave and no deductions are made from monthly rates of pay for Sundays or holidays unless a worker has exhausted all due leave and remains absent for both the days preceding and succeeding a closed day. Workers on piece rates of wages are not entitled to leave of any kind with pay, but instead they are granted an annual bonus of one-twelfth of their total earnings during any year provided their work has been satisfactory and their total absence in a calendar year has not exceeded 20 days.

In the G. I. P. Railway Printing Press workers who have put in less than three years' service are not entitled to any leave with pay. Those who have put in three years and over but less than ten years get 10 days' leave with pay in any one calendar year, those who have put in 10 years and over but less than 20 years get 15 days and those who have put in 20 years and over get 20 days. Workers who have completed 20 years' total service are allowed leave on medical certificate on half pay up to 30 days in any one calendar year and not more than 120 days in all. All leave is subject to the exigencies of the service and cannot be claimed as of right and it may also be withheld in cases of irregular attendance. In the B. B. & C. I. Railway Printing Press all workers except menials get 30 days' privilege leave and 10 days' casual leave with pay during every calendar year.

Seventy-six concerns employing about 6,600 workmen or 75·6 per cent. of the total number employed in the industry grant no leave with pay to any of their workmen. Six units employing about 625 workers grant discretionary leave with pay for varying periods. Regular leave with pay is granted by 18 concerns, employing 2,000 workers or 21·7 per cent. of the total number employed, to most of their workmen. In four of these concerns all workers get 15 days' leave with pay per year. In three concerns 8 days' leave with pay is allowed if an employee has worked regularly for a year in one case, if his conduct throughout the year has been good in the second case and without any conditions in the third case. In another small printing press varying periods of leave with pay are granted according to length of service: those who have put in upto five years being allowed two weeks; from five to 20 years, three weeks; and over 20 years, four weeks. One press in Ahmedabad City employing 57 workers grants pay for 12 public

holidays in the year provided however that the worker attends duty on both the days preceding and succeeding the public holiday. One privately owned concern in Poona grants one month's privilege leave and 20 days' casual leave with pay to all permanent workers during the year. Privilege leave can be accumulated for three years. If leave for a period or periods longer than three months in the aggregate is required during three years, three additional months' leave is granted on half pay provided a medical certificate is produced. The maximum amount of leave that can be granted without pay is limited to 12 months. The Ramabai Mukti Mission Press at Kedgaon gives leave with pay during all sickness and in addition grants three vacations with pay to all its employees every year, one of a fortnight in May, the second of a week at Easter and the third of ten days at Christmas.

CHAPTER IV.

Welfare Work in the Printing Industry.

Housing.

The general policy adopted by Government and railways in providing housing for their industrial labour is to do so when funds permit but usually only where conditions are such that private enterprise does not adequately meet the demand for housing the labour employed; or, where it is necessary for special reasons to provide quarters for certain classes of workers near to their work. Only a very small percentage of Government and railway workshop and factory staffs—the persons covered by the first part of the General Wage Census—live in such quarters. For example, there was no adequate housing available at Nasik Road for the staff and the workmen of the Government of India Printing Press which was built near the Nasik Road station in 1925. The Government of India therefore built houses for every member of the staff and every workman employed in that press. Some members of the staff are given rent-free quarters and others pay 10 per cent. of their salary or the assessed rent whichever is less. 725 tenements in all are provided for the workers. No rents are charged and water and conservancy are also free. The Government of Bombay have provided no housing for the workmen employed either in the Government Central Press in Bombay City or in the Photozinco Press in Poona but all the salaried workers of the Yeravda Prison Press except compositors on piece rates of wages who are required to pay 10 per cent. of their monthly earnings are provided with free quarters. Peons in the Government Central Press are, however, entitled to the house-rent allowances paid to other peons in Government service. In the B. B. & C. I. Railway Printing Press in Bombay special local allowances are granted to all workers in lieu of free housing.

Among privately owned presses one press in Poona City has provided five tenements for its clerks and 30 for its workers. In both cases rents at 10 per cent. of wages are charged. The Ramabai Mukti Mission Press at Kedgaon provides dormitories or separate quarters, depending on seniority, for all its women workers. The Ravi Varma Press at Malavli provides nine rent-free tenements for the members of its superior staff and the Mission Press in Surat has a few tenements which are let to its workers at rents below 12 annas per month. Two large printing presses in Bombay City provide free housing for some of their watchmen. Apart from the specific instances which have been cited no other concern in the printing industry in the Bombay Presidency proper provides any housing for its employees.

Rest Shelters, Canteens and Tiffin Rooms.

Ninety out of the 100 "printing" concerns in the Bombay Presidency proper have made no arrangements for dining rooms or rest shelters for their workmen. The Security Printing Press at Nasik provides a dining

room but it is reported that little use is made of it. In the Government Central Press in Bombay City folding tables are attached to the walls of the verandahs and these are used extensively during the recess hour by the workers for taking their meals. The B. B. & C. I. Railway Printing Press provides separate rooms for Hindus and non-Hindus, and the question of providing a dining room in the Government Photozinco Press at Poona was reported as being under the consideration of Government. Among six concerns which provide dining rooms, four have also made arrangements for the supply of tea and refreshments at reasonable prices. One large Press in Bombay City provides three dining rooms and a restaurant and another press in Bombay City also has a canteen. A few presses reported that arrangements had been made for a " bhat " to prepare tea for the workers and to serve it to them.

Medical Aid.

Only two printing concerns in the Bombay Presidency have provided dispensaries for their workmen : (1) the Security Printing Press at Nasik and (2) the Shree Venkateshwar Press in Bombay City. The workmen in the Government Central Press in Bombay City and the two Government of Bombay presses in Poona, are entitled to use the Government hospitals in these two cities and the workers in the G. I. P. Railway and the B. B. & C. I. Railway Printing Presses in Bombay are entitled to use the railway hospital and dispensaries in the City. Most of the larger missions in the Presidency maintain their own hospitals and dispensaries with qualified medical men and missionary nurses. These hospitals and dispensaries are available for the workers in the Oriental Watchman Printing Press in Poona and the Ramabai Mukti Mission Press at Kedgaon.

Four concerns reported that they keep stock mixtures and pills on hand for ordinary ailments and these are liberally given to their workers free of charge. In two other cases the firms bear the expense of medical attendance and medicines given by private doctors. Considered as a whole the provision for medical facilities in the printing industry is not so good as it is in the engineering and the textile industries in the Bombay Presidency but the smallness of the presses, is largely responsible for this.

Vocational Training and Education.

In the Security Printing Press at Nasik the majority of the workers are entirely untrained when engaged and full vocational training is given by experts. The Loksangraha Press in Poona conducts a special school of printing. The Ramabai Mukti Mission Press is a part of the vocational training classes of the Mission. Many of the larger printing presses in Bombay City stated that apprentices are given special training. Beyond this no special arrangements have been made for vocational classes.

As far as the question of the non-technical education of workmen is concerned no printing concern reported any activity, direct or indirect, in the matter. As far as the question of education of the workers' children

is concerned, the Security Printing Press at Nasik reported that it had a primary school for the children of its workers. This school has a headmaster and two assistants and the total number of children on the roll in May 1934 was 175 with an average attendance of 155 for the previous 12 months. Instruction on all subjects up to the fourth standard is given and the fees are one anna to four annas per child for parents earning under Rs. 60 and double these rates for those earning over. In the Yeravda Prison Press there is a local board primary school on the premises and 60 children of the workers employed in the press attend the school. The Oriental Watchman Printing Press in Poona conducts a kindergarten school for the children of its workers. Nearly 30 children attend and the fees are eight annas for the kindergarten class, 12 annas for the first and Re. 1 for the second standard for the children of workers whose monthly wages are Rs. 30 and over. No fees are charged for the children of workers who earn less than Rs. 30 per month. No other concern in this industry in the Presidency proper reported any further activity in the matter of education of the workers' children.

Recreation.

The Security Printing Press at Nasik provides a gymkhana for its staff and a fully equipped club house for its workers. The workers of the two railway printing presses are permitted to join the sports clubs and railway institutes provided for different classes of railway employees in Bombay City. The Times of India Press in Bombay gives complete facilities for cricket, football, hockey, and other sports to all workers who are desirous of participating in them; and, as a matter of fact, the representatives of this press participate in several of the tournaments which take place in Bombay City. One press in Bombay provides a common billiard room for both the staff and the workmen. The Oriental Watchman Press in Poona offers considerable facilities for recreation to its workers. They have a well equipped library and grounds for cricket, football, tennis and volley ball. Workers interested in gardening are given garden plots and seed. Annual picnics are also arranged. Another press in Poona City has a cricket club and it organises annual sports meetings. The remaining 94 printing concerns in the Bombay Presidency proper covered by the General Wage Census, including the three Government of Bombay Presses in Bombay and Poona offer no facilities for the recreation of their workpeople.

CHAPTER V.

Rates of Wages.

Changes in Wage Rates, 1914-1934.

Out of the 100 perennial factories in the Bombay Presidency proper which have been included in the printing industry, 40 units stated that their old records had either been lost or destroyed and that, consequently, they were not able to furnish any information which would be of value in estimating changes in wage rates between the pre-war and the census year. Twenty-two other concerns reported that they were new factories which had been erected after 1914 and were, therefore, not in a position to make the comparisons required. Some of these new concerns, however, furnished information of the changes which had been effected in rates since they were erected. „Out of the 38 concerns which gave information on the subject very few indeed were able to give dates and figures to show the stages at which changes had been made in wage rates during the period under consideration. A few of the larger concerns, however, totalled up their wages bills for equal numbers of workpeople in the pre-war and the census years and were thus able to show how wages stand to-day as compared with 20 years ago.

Certain important facts govern all discussions on wage rates in India. Firstly, except for a limited measure of standardisation of time rates of wages for unrationalised occupations in the cotton textile industry in Bombay City there is little or no standardisation of rates in this or in any other industry in the country. Some 12 years ago, however, the Poona Press Owners' Association, which included in its membership most of the privately owned presses in Poona City, decided upon standard rates which were observed by most of the presses for a few years. This association has ceased functioning for the last few years and the old standard rates have been abandoned owing to the erection of new presses and the competition for skilled men. Secondly, wage rates in all industries in India vary very widely not only between centre and centre and unit and unit in the same centre but also between different individuals in the same occupation in one unit. In certain industries this variation in rates is further complicated by the fact that frequent changes have been made in the basic units of time for which rates are fixed. For example, rates which may have been monthly or daily may have been changed into hourly rates. This complication, however, does not manifest itself in the printing industry to any extent because rates of wages are almost universally monthly rates. Thirdly, the difficulty which was found in Government and railway workshops in the engineering industry with regard to the division of occupations into grades and sub-grades is also to be found in the Government and railway printing presses as well. The basis of the grading in the printing industry is, however, somewhat different to that adopted in the engineering industry. In the latter, occupations are sometimes divided into as many as seven distinct grades with or without incremental scales in each grade. In the former grading is effected by the fixation of a certain number of

posts on different scales of pay in each occupation, promotion to vacancies in the higher scale depending on merit. In the first of the General Wage Census reports on the engineering industry it was not possible for us to give any comparisons of wage rates between 1914 and 1934 owing to the fact that the data revealed many variations in principle and much diversity in practice. The same remarks apply to a certain extent with regard to the printing industry but as we have stated above certain of the larger presses took the trouble at our request to compile comparable figures and the information which follows is based on the statements so furnished.

The rates of workers on time rates of wages in the Government Central Press in Bombay City were in 1934, on an aggregate, about 110 per cent. higher than in 1914. Piece rates were 50 per cent. higher but the relative earnings were higher owing to improved efficiency. In the Yeravda Prison Press wage increases were not uniform for all occupations, the general tendency being to give larger increases in the lower paid occupations and smaller increases in the better paid ones. All rates were, however, 60 per cent. to 100 per cent. higher than those prevailing in 1914. In the Government Photozinco Press at Poona, however, the rates of wages in 1934 were, on an average, 130 per cent. higher than those in pre-war years. The Security Printing Press at Nasik which was started in 1925 effected wage cuts of from 10 to 12 per cent. in 1931. The G.I.P. Railway Printing Press reported that wage rates were 115 per cent. higher than they were 20 years ago. In the case of seven other large printing presses in Bombay City similar increases, compiled on the basis of comparable wages bills were 106 per cent., 100 per cent., 75 to 100 per cent., 70 per cent. and 60 per cent. In two of these presses cuts of 6¼ per cent. were effected in 1932. In the Ramabai Mukti Mission Press there have been no variations in the nominal subsistence rates paid in cash but the value of gross wages paid in cash and in kind have varied according to the prices of supplies which are paid for by the Mission. Only one out of the 100 concerns included in this industry stated that rates had been taken back to the level of the pre-war year.

Prevalent Rates.

In the preceding section we have stated that almost all Government and railway workshops and the larger engineering factories divide a dozen or more of the principal engineering occupations into several grades. There is no uniform method of grading and each administration has its own particular method of classification. In most cases each of these occupations is divided into three to four grades and in one or two cases into as many as seven grades. Rates of pay for the different grades vary widely. For the purposes of the General Wage Census a uniform grading on the basis of pay earned was adopted for many of the more important occupations after consultation with the heads of almost all the large engineering workshops in the Presidency. Thus, machinists (turners) and fitters were graded into " special ", " superior " and "ordinary" according as their rates of pay amounted to Rs. 4 per day

or Rs. 110 per month or more; Rs. 2 per day or Rs. 54 per month up to Rs. 4 per day or Rs. 110 per month; and, under Rs. 2 per day or Rs. 54 per month. Several other occupations such as moulders, carpenters, painters, etc., were divided into two grades "superior" and "ordinary" only with the same margins of pay. In the case of certain occupations the margins were subject to modifications. All workers employed in engineering and "common" occupations in the printing industry were also graded into "special", "superior" and "ordinary" according to the daily or the monthly rates of the workers concerned during the census month.

Too much stress cannot be laid upon the extremely wide variations which exist in rates of wages for almost all occupations in all industries in India. This variation makes it almost impossible to offer any helpful or useful comment on prevalent rates. The only manner in which the subject can be approached is to compile frequency tables for each occupation showing the numbers of workmen employed in each area on different rates of wages. To do this for about 1,000 odd occupations in nearly twenty industries in ten territorial areas would be an impossible task with the limited time and the limited staff at the disposal of the Labour Office. In view, however, of the very great importance of this method of treatment, compilations of frequencies of rates and numbers employed have been undertaken for some of the more numerically important occupations in each industry. The occupations selected for such treatment in the printing industry are proof readers, compositors, letter press machinemen, binders and ballers. Workers on piece work prices have been excluded. The five frequency tables for these occupations—Tables Nos. II to VI—have been printed at pages 58 to 62 of this report. The highest and the lowest frequency grades vary slightly but the stages at which the frequencies proceed in all these tables are Rs. 2 each.

Proof Readers.

The total number of proof readers returned by all printing presses in the Bombay Presidency was 204 of which 164 were returned from Bombay City and 34 from the Poona, Nasik and Ahmednagar area. The 164 proof readers in printing presses in Bombay City fall in no fewer than 27 class intervals with two modes of slight density in the ranges Rs. 50 and below Rs. 52 with 20 men and Rs. 100 and over with 21 men—in each case a little more than 12 per cent. of the total number employed. It is noteworthy that 94 or nearly 58 per cent. of the proof readers in Bombay City are on monthly rates of Rs. 54 per month and over. In the Poona, Nasik and Ahmednagar area, 28 proof readers or a little more than 82 per cent. of the total number employed are on rates under Rs. 54 per month. The bewildering variation in rates which is noticeable for this occupation is due to the different types of material which is handled. For example, the rates for this occupation in the Government Central Press in Bombay which handles material in which absolute accuracy is essential must necessarily be higher than those in concerns where proofs are not subjected to the same critical examination.

Compositors.

Numerically, the most important occupation in the printing industry is that of compositors of whom a total of 1,484 on time rates was returned by printing factories in the Bombay Presidency proper. Of these, 1,033 were returned by presses in Bombay City, 278 from presses in the Poona, Nasik and Ahmednagar area and 173 by presses in the three remaining areas of the presidency which have printing presses that are factories under the Indian Factories Act. As in the case of proof readers there is no striking mode for compositors in Bombay City and the figures reveal three stages of slight density at " Rs. 40 and below Rs. 42 " with 91 men, at " Rs. 44 and below Rs. 46 " with 88 men and at " Rs. 50 and below Rs. 52 " with 100 men. 277 men or a little less than 27 per cent. of the total number employed as compositors in Bombay City earn more than Rs. 50 per month. The 23 men who are rated at below Rs. 14 per month are mostly apprentice compositors.

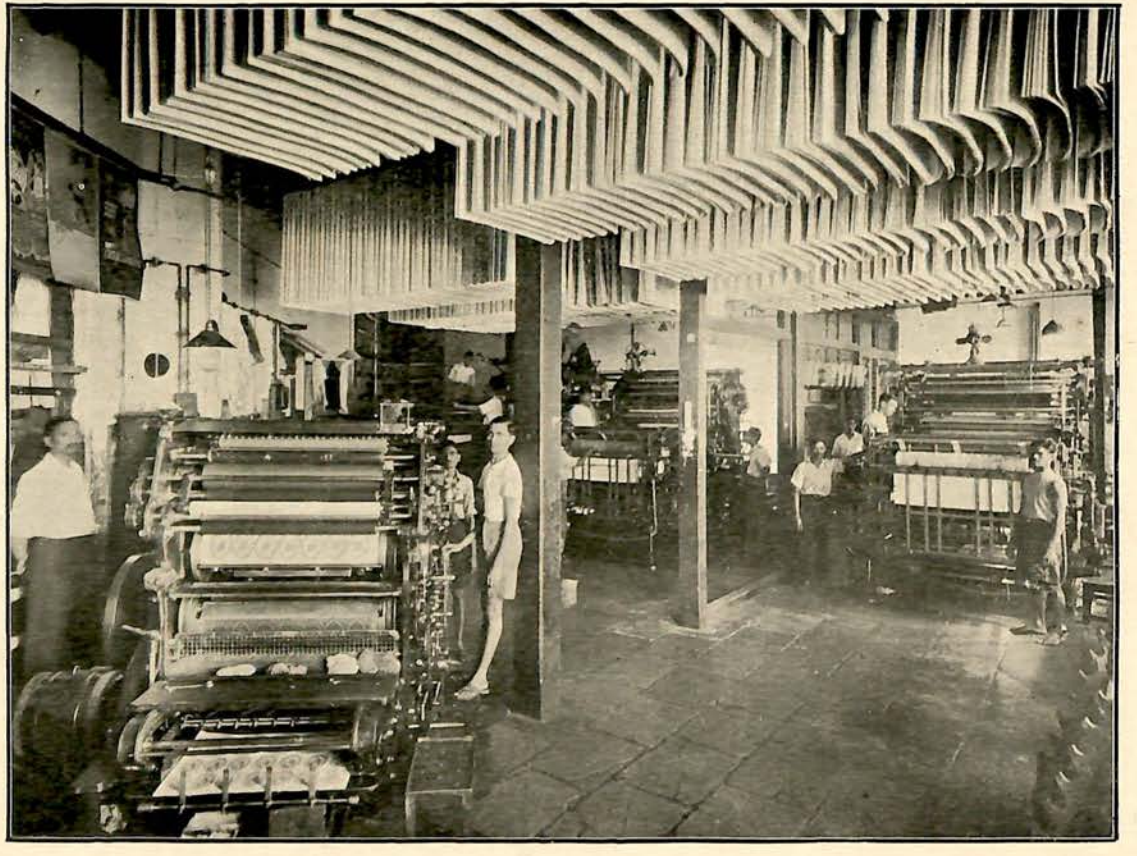
In the Poona, Nasik and Ahmednagar area the mode falls in the class interval " below Rs. 14 " with 45 men. There are four other stages of almost equal densities with 28, 26, 24 and 23 men respectively in the intervals " Rs. 14 and below Rs. 16 " " Rs. 18 and below Rs. 20", " Rs. 20 and below Rs. 22" and " Rs. 24 and below Rs. 26 ". Most of these compositors are employed in the smaller printing presses in Poona City which, as has already been pointed out in Chapter II, adopt rates for a 6½ or 7-hour day and increase them to a time and a half for full working days of the maximum hours permissible under the Factories Act. To this extent these rates are, therefore, not strictly comparable with those paid in Bombay City because earnings from such rates must necessarily bear little relation to the actual rates themselves.

Letter Press Machinemen.

The total number of letter press machinemen covered in Table No. IV is 347 of whom 250 were returned by printing presses in Bombay City and 66 by presses in the Poona, Nasik and Ahmednagar Area. The same wide variations which have already been noticed in the two preceding occupations are also noticeable here and the 250 letter press machinemen in Bombay City fall into as many as 28 different class intervals with two modes at " Rs. 40 and below Rs. 42 " with 31 men and at " Rs. 50 and below Rs. 52 " with 33 men. 122 or nearly 50 per cent. of the letter press machinemen employed in the printing presses in Bombay City are rated at over Rs. 50 per month whereas 59 or nearly 90 per cent. of the total number employed in the Poona, Nasik and Ahmednagar area are rated at " below Rs. 50 " per month. Taking the Presidency as a whole, two modes of slight density are visible at " Rs. 40 and below Rs. 42 " with 38 men and at " Rs. 50 and below Rs. 52 " with 39 men showing percentages of about 11 in each case.

Binders.

The most misleading occupation in the printing industry is that of " binders " for the general tendency in most printing presses is to call all workmen in the binding department " binders ". It is true that in the case of most of the smaller printing presses the one or two binders



OFFSET MACHINES IN OPERATION IN THE BOLTON FINE ART OFFSET LITHO WORKS, BOMBAY

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who are employed do cutting, binding, hand stitching, perforating, eyeletting, punching, paging and gilding. In many of the larger presses, however, different groups of workers specialise in each of the different branches of work in the binding section. The rates for " binders " in these large presses are necessarily lower than those paid to " omnibus " binders in the smaller presses. These statements are substantiated by an examination of the figures contained in Table No. V which shows the frequency of monthly rates for binders of whom 434 were returned by all presses in the Presidency proper. For the 349 men so returned by presses in Bombay City the mode lies in the class interval of " Rs. 24 and below Rs. 26 " with 42 men. Twenty-five binders who fall in nine different class intervals of over Rs. 50 are not necessarily expert binders but men who are employed on all the different jobs in the binding department. The work done in the binding department in the printing presses in the Poona, Nasik and Ahmednagar area is not of that high order which is to be found in many of the large printing presses in Bombay City and only two out of the 62 binders returned for that area are shown as being rated at over Rs. 50 per month.

Ballers.

The term " ballers " in the printing industry covers most of the semi-skilled occupations in printing presses such as rollermen, inkers, flymen or flyboys, trimmers, sorters, helpers, washers, spongemen, etc. As in the case of binders there are few presses in which these are distinct occupations but at the same time there is greater interchangeability between the men so employed; and the rates paid are more or less similar for all the men in the same unit. The total number of ballers on time rates returned by all printing presses in the Presidency proper was 897 of whom 667 were returned by presses in Bombay City. For Bombay City a striking mode with 166 men lies in the class interval of " Rs. 22 and below Rs. 24 " and another of somewhat slighter density with 86 men lies in the next immediately higher class interval of " Rs. 24 and below Rs. 26 ". The predominant rate for this type of men in printing presses in Bombay City is about Rs. 23 per month. In the printing presses in the four remaining areas of the Presidency which have presses that are factories, the majority of the ballers employed are rated at below Rs. 18 per month.

Very little attempt has been made during the above discussions to show the different types of concerns which pay higher or lower rates. Speaking generally, the best rates all-round are to be found in concerns which print English newspapers and which accept high class job work. Vernacular presses on the whole pay slightly lower rates. The five frequency tables which have been dealt with show exceedingly wide variations in rates. We cannot over-emphasise this. These bewildering variations in rates are to be found in all industries in all areas, but they will be found particularly marked in the case of both the engineering and the printing industries because the occupations in these industries involve very varying degrees of skill and correspondingly high and low standards of efficiency in the worker, whose rate of wages is fixed accordingly.

CHAPTER VI.

Earnings.

Meanings of the Terms "Earnings" and "Average".

In Chapter V we dealt with rates of wages. This chapter deals with earnings. The term "rate of wages" applies to the sum of money which an employer contracts to pay to his workmen for a specified amount of work done. It may be expressed in terms of time or quantity or both. In the first case, the rate is called a time rate and it may be a monthly, daily or hourly rate or a rate for any other period of time. In the second case, it is called a piece rate or more scientifically a piece work price. In the third case, it is called a task rate. Rates may be, and often are, supplemented by various types of bonuses and allowances. The term "earnings" refers to the actual amount a workman receives for work done during any given period of time. They vary with the rates of pay, the time worked, etc. and include allowances and bonuses. "Earnings" may be either "gross" or "net". "Gross earnings" represent the amount to which a workman is entitled for the work he has done. "Net earnings" represent the amount which he receives after deductions for fines, etc.

For the purposes of the general wage census which covered every perennial factory in the Bombay Presidency proper, it was essential to secure absolute uniformity in the figures returned by each concern for the "earnings" of each of its workpeople. A definition of the term was included in the instructions printed at the back of every form and special verbal instructions were also given to the clerical staffs at all factories. The figures to be returned for "earnings" were to include cash remuneration from basic rates of wages and all allowances such as dearness of food or grain allowances, bonuses for good attendance or for efficient work, payment for double substitute or double *badli* work, pay for holidays or for periods of leave granted with pay and regular cash payments made for travelling to and fro between home and factory. No figures were to be included for wages paid for overtime work, partly because there is little overtime in the sense in which the word is usually understood and partly because of the peculiar conditions governing payment for it, which are fully described in the section dealing with this subject at pages 10 to 13. All fines were to be deducted but no additions were to be made for the value of rent-free quarters provided by the employer, for travelling allowances and for *bhatta* for duty or work away from the factory, and for free railway passes given by the railways to their employees. No deductions were to be made from the net earnings so arrived at for subscriptions to provident funds, for club fees, income-tax, medical attendance, housing, etc. Every concern was visited for the purposes of giving instructions in the filling up of the forms and it is believed that a large measure of uniformity has been obtained in the returns.

The figures furnished by every factory for each of its workmen included (1) rates of wages for time rated occupations; (2) the number of days

actually worked by each individual out of the maximum working days in the wage period specified at the top of each form; and, (3) earnings during the specified wage period. The wage period for all the 100 concerns in the Bombay Presidency proper which have been included under the printing industry was the calendar month of May 1934.

The three simple sets of figures returned for every workman in every perennial factory in the Presidency are capable of being tabulated in a variety of ways to show both frequencies and averages of rates, attendance, and earnings. Tabulations for frequencies of rates were undertaken for five of the more numerically important occupations in the printing industry and these have been dealt with in the previous chapter. The main earnings tables Nos. VII to XI (printed at pages 63 to 71 of this report) for the five territorial areas in which printing presses which are factories are located give figures showing the number of workers returned in each occupation, the average percentage attendance of these workers, their average daily earnings and average monthly earnings. *Average percentage attendance* is the percentage ratio between the total number of days actually worked by all the individuals in a particular occupation or group of occupations and the aggregate of possible working days in the wage period specified. *Average daily earnings* are arrived at by dividing the aggregate of the wages for all the persons in any occupation group or groups by the number of days actually worked during the pay period. *Average monthly earnings* are ascertained by dividing the aggregate of the wages for all the persons in any occupation group or groups by the number of persons included in the group or groups. A fuller explanation of the methods employed in ascertaining these three sets of averages has been given at pages 68 to 70 of the first of the general wage census reports dealing with wages, hours of work and conditions of employment in the engineering industry.

We now proceed to examine the figures for earnings in some of the more important occupations in the printing industry. In all cases detailed remarks regarding the earnings in specific occupations will be with reference to monthly rates of wages because this method of payment is practically universal in all printing presses in the Presidency. The main tables, however, contain figures for average daily earnings which will be found useful for comparisons with earnings in occupations in other industries. The figures which are given in brackets in the summary tables which follow show the numbers of workers concerned with the figures for average earnings in each area.

It is important to observe that in the summary tables which follow the figures for the three areas of Ahmedabad City, Broach and Surat and Bombay Suburban, Thana etc. are, to a large extent, affected by the smallness of the number of printing press workers employed in these areas. Any comments on the figures contained in these summary tables will therefore, as far as possible, be confined to those for the Bombay City and the Poona, Nasik and Ahmednagar areas.

Subordinate Supervisory Occupations.

Subordinate supervisory occupations in the engineering industry are those of chargemen, maistries and muccadams. Maistries may either be general maistries or departmental maistries such as moulding maistries, fitter maistries, etc. In the printing industry, subordinate supervisory occupations are those of head overseers, overseers, compositor foremen, foremen printers and binding foremen. The average monthly earnings for these occupations are set out in the following table :—

Average monthly earnings in Subordinate Supervisory Occupations in "Printing" Factories.

Area.	Head Overseers.	Over-seers.	Compositor foremen.	Foremen printers.	Binding foremen.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	254 3 6 (8)	94 7 10 (47)	80 13 3 (65)	167 4 4 (25)	59 5 0 (21)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	225 0 0 (2)	57 0 0 (1)	..	..	37 0 0 (1)
Ahmedabad City ..	..	60 15 6 (2)	47 6 2 (5)	65 0 0 (1)	..
Broach and Surat ..	..	..	56 2 4 (3)	..	..
Poona, Nasik and Ahmednagar.	186 2 10 (31)	63 15 5 (12)	49 3 4 (16)	80 2 0 (4)	50 9 7 (5)
Presidency Proper ..	201 5 6 (41)	86 14 4 (62)	72 6 11 (89)	152 3 11 (30)	56 13 11 (27)

It may be observed that whereas 62 printing concerns in Bombay City returned 8 head overseers and 47 overseers, 20 concerns in the Poona, Nasik and Ahmednagar area returned 31 head overseers and 12 overseers. The proportionately larger number of head overseers returned in the latter area is due to the employment of a greater number of supervisory men in the Government of India Security Printing Press at Nasik which prints currency notes and postage stamps and the printing of which requires careful technical supervision. The average monthly earnings of head overseers in all printing presses in the Presidency proper amount to a little over Rs. 200 per month whereas those in presses in Bombay City amount to a little over Rs. 254 per month. Overseers in Bombay City get a little over Rs. 30 per month more than those in other areas and the general average for the Presidency comes to nearly Rs. 87 per month. Foremen printers in Bombay City get more than double the amount earned by this class in the Poona, Nasik and Ahmednagar

area and their monthly earnings amount to very nearly Rs. 170. Compositor foremen, on the other hand, earn less than half as much and their earnings amount to a little over Rs. 80 per month. The other figures in the above table do not call for special comment.

Occupations in Reporting and Proof Reading Sections.

The following table sets out the average monthly earnings of reporters and translators, proof readers and copy holders:—

Average monthly earnings for occupations in Reporting and Proof Reading Sections.

Area.	Reporters and translators.	Proof readers.	Copy holders.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	121 8 0 (49)	62 9 7 (164)	30 6 6 (100)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	41 15 10 (3)	25 0 0 (1)	....
Ahmedabad City	41 0 0 (5)	29 8 0 (4)	....
Broach and Surat	....	47 0 0 (1)	....
Poona, Nasik and Ahmednagar	....	38 5 1 (34)	21 15 6 (4)
Presidency Proper	110 4 3 (57)	57 10 4 (204)	30 1 4 (104)

Forty-nine reporters and translators in Bombay City returned an average of a little over Rs. 120 per month whilst eight in the Ahmedabad City and the Bombay Suburban, Thana, etc. areas averaged only a little over Rs. 40 per month. This very wide variation in earnings is due to the fact that the newspapers published by the printing presses in the two latter areas are of an entirely different character to those published in Bombay City. The same wide disparity in wage levels is also to be found in the case of proof readers whose earnings vary between Rs. 25 to Rs. 30 for the Ahmedabad City and the Bombay Suburban, Thana, etc. areas and Rs. 62-9-7 per month for 164 proof readers in Bombay City. The smaller printing presses in the districts do not employ any full time copy holders and this occupation is therefore to be found only in presses in Bombay City and Poona. A hundred copy holders in Bombay City averaged a little over Rs. 30 per month whereas four copy holders in the Poona, Nasik and Ahmednagar area averaged nearly Rs. 22 per month.

Occupations in Composing Sections.

In some of the larger printing presses in the Presidency the occupations of imposing and distributing are distinct from composing; but in the majority of the sm aller presses compositors do not only their own imposing but also distribute the type after the matter in hand has been printed. The following table sets out the average monthly earnings for compositors; and the figures for impositors and distributors have been added for such areas as have them :—

Average monthly earnings in Occupations in Composing Departments.

Area.	Compositors.	Impositors and imposers.	Distributors.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	38 3 0 (1,272)	42 5 0 (25)	21 0 6 (52)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	22 11 3 (18)	....	15 11 7 (6)
Ahmedabad City	27 5 2 (97)	....	....
Broach and Surat	23 3 10 (59)	....	....
Poona, Nasik and Ahmednagar	23 2 11 (350)	30 2 11 (4)	12 0 4 (3)
Presidency Proper	34 0 6 (1,796)	40 10 2 (29)	20 1 0 (61)

The average monthly earnings of compositors in the three areas of Broach and Surat; Poona, Nasik and Ahmednagar; and Bombay Suburban, Thana, etc. are remarkably close and vary within a margin of less than eight annas, between Rs. 22-11-3 and Rs. 23-3-10. Ninety-seven compositors in Ahmedabad City averaged Rs. 27-5-2 per month and 1,272 in Bombay Rs. 38-3-0 per month, the general average for the Presidency amounting to a fraction over Rs. 34 per month. The earnings of impositors are double those of distributors in Bombay City and two-and-a-half times as much in the Poona, Nasik and Ahmednagar area. The numbers considered are, however, very small.

A CORNER OF THE COMPOSING ROOM IN THE LAXMI NARAYEN PRESS, BOMBAY

Occupations in the Printing Department.

The Bombay Presidency has progressed with the times as far as fine printing is concerned and in several concerns in the Presidency one finds rotary presses and mono, lino, intertype, litho and off-set machines in addition to the older types. The following table sets out the average monthly earnings of hand pressmen, treadle machinemen, letter press machinemen and feeders and ballers :—

Average monthly earnings in certain Ordinary Occupations in Printing Departments.

Area.	Hand pressmen	Treadle machine-men.	Letter press machine-men.	Letter press feeders.	Ballers.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	28 13 9 (103)	33 9 7 (92)	47 2 9 (265)	21 0 2 (50)	21 7 10 (692)
Bombay, Suburban, Thana, Kolaba and Ratnagiri.	25 12 10 (4)	31 9 1 (5)	26 11 1 (5)	14 11 1 (4)	14 7 3 (62)
Ahmedabad City ..	20 0 6 (4)	27 11 2 (19)	39 8 11 (17)	..	19 1 7 (21)
Broach and Surat ..	..	19 13 10 (5)	34 14 0 (9)	..	16 10 2 (7)
Poona, Nasik and Ahmednagar.	25 12 0 (25)	25 3 1 (34)	31 14 2 (66)	15 3 7 (25)	13 15 7 (140)
Presidency Proper ..	27 15 0 (136)	30 8 5 (155)	43 7 0 (362)	18 13 9 (79)	19 12 6 (922)

In the three areas which returned letter press feeders in addition to machinemen, the average earnings of the latter are more than double those of the former. The earnings of ballers are about the same as those of feeders. In Bombay City, 265 letter press machinemen earned an average of Rs. 47-2-9 per month and 17 in Ahmedabad City Rs. 39-8-11 per month. The earnings of five letter press machinemen in the Bombay Suburban, Thana, etc. area amount to Rs. 26-11-1 per month. Hand pressmen averaged between Rs. 20-0-6 for Ahmedabad City and Rs. 28-13-9 for Bombay City with an average of about Rs. 28 for the whole Presidency proper. Treadle machinemen in the Bombay

Suburban, Thana, etc. area earned more than letter press machinemen; but this is due to the fact that they were engaged in colour printing. The remaining figures in the above table do not call for any special comment.

The following table sets out the average monthly earnings of operatives engaged in mono, lino, intertype and rotary printing, in the Bombay City and the Poona, Nasik and Ahmednagar areas. No other area in the Presidency has presses which do these types of printing.

Average monthly earnings in occupations in Mono, Lino, Intertype and Rotary Printing.

Occupation.	Bombay City.	Poona, Nasik and Ahmednagar.	Presidency proper.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Monotype keyboard operators—			
Men	61 2 9 (26)	32 0 0 (1)	60 1 6 (27)
Women	62 0 10 (12)	....	62 0 10 (12)
Monotype caster attendants	51 10 0 (43)	26 10 4 (3)	50 0 0 (46)
Linotype and intertype operators ..	136 9 5 (64)	48 2 5 (2)	133 14 7 (66)
Rotary plate casters	83 5 7 (19)	....	83 5 7 (19)
Rotary machine attendants	53 10 2 (24)	....	53 10 2 (24)

In the Government Central Press in Bombay City, women are employed as monotype keyboard operators. The average monthly earnings of 12 women employed in that press amount to Rs. 62-0-10 as against an average of Rs. 61-2-9 per month for 26 male monotype keyboard operators in other presses in Bombay City. The average monthly earnings of monotype caster attendants amount to Rs. 51-10-0. The earnings of lino and intertype operators are more than double those of monotype keyboard operators. Rotary plate castors average Rs. 83-5-7 per month but rotary machine attendants earn just about the same as monotype caster attendants.

The following table sets out the average monthly earnings in some of the more important occupations in litho and off-set printing. The figures in the table are self-explanatory and do not call for comment :—

Average monthly earnings in the main occupations in Litho and Off-set Printing.

Occupation.	Bombay City.	Bombay Suburban, Thana, Kolaba and Ratnagiri.	Ahmedabad City.	Poona, Nasik and Ahmednagar.	Presidency proper.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Litho transferers ..	37 1 11	36 2 5	..	58 0 3	39 0 0
	(49)	(21)		(8)	(78)
Litho machine operators ..	42 4 10	37 4 8	..	53 0 10	43 6 2
	(66)	(12)		(15)	(93)
Litho machine feeders ..	21 0 11	22 2 6	..	15 4 1	19 14 8
	(77)	(13)		(25)	(115)
Stone polishers	17 14 8	16 10 8	..	17 2 4	17 10 2
	(111)	(23)		(18)	(152)
Bronzers	13 2 8	..	11 4 5	24 0 0	13 4 10
	(19)		(4)	(1)	(24)
Varnishers	14 11 5	15 13 8	17 9 3	14 13 1	15 1 10
	(39)	(19)	(2)	(11)	(71)
Off-set machine operators ..	51 10 4	53 12 2	..	29 6 11	34 2 7
	(8)	(3)		(42)	(53)
Off-set machine feeders ..	20 0 2	..	..	19 0 5	19 12 3
	(12)			(4)	(16)
Plate grainers	26 6 6	22 0 0	..	19 10 2	22 8 5
	(5)	(1)		(7)	(13)

Occupations in Type Casting Departments.

Certain factories in Bombay and Ahmedabad are exclusively engaged in type casting. Most of the larger printing presses in the Bombay Presidency proper, however, have their own type casting departments.

The average monthly earnings for the more important occupations in type casting are set out in the following table :—

Average monthly earnings in Occupations in Type Casting Departments.

Occupation.	Bombay City.	Bombay Suburban, Thana, Kolaba and Ratnagiri.	Ahmedabad City.	Poona, Nasik and Ahmednagar.	Presidency proper.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Metal furnacemen ..	26 0 7	..	..	..	26 0 7
	(7)				(7)
Type breakers and rubbers..	14 9 11	..	9 4 4	14 10 10	14 1 11
	(70)		(8)	(7)	(85)
Type casters	28 8 11	25 3 7	15 5 3	23 15 3	25 4 10
	(90)	(5)	(25)	(32)	(152)
Type dressers, kerners and filers.	26 10 9	10 10 8	15 12 2	16 2 3	24 11 9
	(60)	(2)	(5)	(5)	(72)
Type assemblers ..	21 1 4	..	23 2 9	..	21 4 10
	(17)		(2)		(19)

The average monthly earnings of metal furnacemen, type casters and type dressers, kerners and filers in Bombay City are about the same and vary between Rs. 26-0-7 for metal furnacemen and Rs. 28-8-11 for type casters. The earnings of type assemblers and type breakers and rubbers, on the other hand, are about 75 and 50 per cent. respectively of those of type casters. In the Poona, Nasik and Ahmednagar area, the average monthly earnings of type dressers, kerners and filers approximate more with those of type breakers and rubbers rather than with those of type casters, who average nearly Rs. 24 per month.

Occupations in Binding Departments.

Whilst dealing with frequencies of rates of wages of binders in the previous chapter, we stated that 'binders' was one of the most misleading occupations in the printing industry owing to the fact that the term covers a variety of sub-occupations which, in some of the smaller printing presses, are done by the same individual, whereas in most of

the larger presses there are different groups of men who specialise in each branch of work. 'Binders', therefore, may include operatives who actually do all the different types of work done in this department. In the following table we have set out the average monthly earnings in some of the more important occupations in the binding department. –

Average monthly earnings in some Occupations in Binding Departments.

Area.	Binders.	Binder boys.	Cutters.	Wire and hand stitchers.	Paging men.	Perforators and eye-letters.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City ..	29 11 8	14 14 1	29 15 8	23 13 10	27 8 6	18 15 4
	(362)	(174)	(110)	(88)	(55)	(26)
Bombay Suburban, Thana, Kolaba and Ratnagiri	20 15 0	..	22 1 2	9 3 8	..	27 8 0
	(3)		(10)	(2)		(2)
Ahmedabad City	29 5 8	..	20 15 6	..	..	..
	(9)		(1)			
Broach and Surat	23 3 3	11 5 0	..	..	..	..
	(11)	(4)				
Poona, Nasik and Ahmednagar	25 2 2	8 14 1	25 5 10	13 1 1	20 5 2	18 2 3
	(62)	(46)	(26)	(13)	(15)	(15)
Presidency Proper.	28 13 10	13 9 4	28 9 0	22 3 5	25 15 10	19 1 2
	(447)	(224)	(147)	(103)	(70)	(43)

The most striking feature in the above table is the smallness of the figure of average monthly earnings of Rs. 8-14-1 of 46 binder boys in the Poona, Nasik and Ahmednagar area compared with that of Rs. 14-14-1 for 174 binder boys in printing concerns in Bombay City. The variations in earnings between area and area which were to be found in the case of the other occupations so far dealt with are also to be found here. The figures are self-explanatory and therefore call for no further comment.

Some of the More Important Engineering and 'Common' Occupations.

In the following table we give, by areas, the average monthly earnings of ordinary wiremen; superior and ordinary fitters; ordinary painters;

superior and ordinary carpenters; packers, wrappers and labellers; motor and lorry drivers; and watchmen employed in printing presses in the Bombay Presidency proper.

Average monthly earnings in some of the more important Engineering and 'Common' Occupations in Printing Concerns.

Occupation.	Bombay City.	Bombay Suburban, Thana, Kolaba and Ratnagiri.	Ahmedabad City.	Broach and Surat.	Poona, Nasik and Ahmednagar.	Presidency proper.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Ordinary wiremen	34 10 3 (14)	..	..	..	..	34 10 3 (14)
Superior fitters ..	73 7 3 (11)	..	81 9 0 (1)	..	73 1 5 (10)	73 10 6 (22)
Ordinary fitters..	30 11 0 (10)	..	30 2 5 (3)	..	38 4 0 (5)	32 11 2 (18)
Superior carpenters.	57 14 0 (21)	64 2 0 (2)	..	..	56 4 4 (3)	58 2 0 (26)
Ordinary carpenters.	36 6 11 (38)	..	33 8 5 (2)	..	35 6 6 (19)	36 0 1 (59)
Ordinary painters.	33 10 6 (23)	..	..	..	45 9 0 (1)	34 2 5 (24)
Packers, Wrappers and labellers.	25 13 0 (28)	16 2 8 (12)	24 6 2 (2)	..	12 14 8 (54)	17 5 2 (96)
Motor and lorry drivers.	55 8 0 (29)	60 0 0 (3)	..	30 0 0 (1)	43 9 3 (2)	54 7 7 (35)
Watchmen ..	28 7 10 (56)	16 0 0 (1)	..	..	20 1 3 (40)	24 14 3 (97)

The average monthly earnings of superior fitters in printing concerns in Bombay amount to Rs. 73-7-3. The average monthly earnings of superior fitters in engineering concerns in Bombay City amount to Rs. 65-9-1 and in all factories in Bombay City including engineering and printing concerns to Rs. 65-3-0. These figures show that superior fitters in printing concerns earn, on an average, about Rs. 8 per month more than they do in other factories in the City. On the other hand, the average for ordinary fitters in printing presses is about Rs. 6 per month less. Superior carpenters in printing concerns earn Rs. 57-14-0 per month as against an average of Rs. 63-10-7 per month for all factories. Ordinary carpenters, in printing concerns, on the other hand, earn about Rs. 5 per month more than they do in engineering concerns alone. Whereas motor and lorry drivers in engineering concerns in Bombay City earn nearly Rs. 70 per month, the earnings for this occupation in the printing industry amount to only Rs. 55-8-0 per month. The average

monthly earnings of Rs. 28-8-0 for watchmen in the printing industry in Bombay City is nearly Rs. 2 per month higher than it is in the engineering industry.

Fifty-four packers, wrappers and labellers in presses in the Poona, Nasik and Ahmednagar area earned only half as much as those in Bombay City did. It is interesting to observe that the average monthly earnings of superior fitters and superior and ordinary carpenters are very similar as between Bombay City and the Poona, Nasik and Ahmednagar areas.

Owing to the very small number of women and children employed in the printing industry, no comments have been made on the earnings of women and children in this chapter except for a casual reference to the earnings of 12 female monotype keyboard operators in the Government Central Press in Bombay City. The main tables will, however, show the average monthly and daily earnings of women and children wherever they are to be found.

Variations in Earnings between Different Concerns.

Considerable stress has been laid in this report on the variations in both rates and earnings as between area and area and between concern and concern in the same area. It is of some interest, therefore, to compare the average monthly earnings in some of the more numerically important occupations in some of the largest printing concerns in Bombay City. The following table, therefore, sets out the average monthly earnings of proof readers, copy-holders, compositors, letter press machinemen, folders, binders and ballers in ten large printing presses in Bombay City :—

Average monthly earnings in certain occupations in ten of the largest printing concerns in Bombay City.

Concern.	Proof readers.	Copy-holders.	Compositors.	Letter press machinemen.	Folders.	Binders.	Ballers.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
A	85 1 7	34 13 3	50 8 11	30 0 0	15 15 3	27 10 6	21 4 8
B	138 0 0	69 0 0	61 10 6	62 13 2	13 7 10	38 10 11	24 4 6
C	70 14 0	29 0 11	44 13 6	44 14 8	20 4 2	27 10 8	26 14 4
D	44 5 3	21 0 5	38 14 8	42 8 6	20 11 3	25 12 8	16 13 5
E	93 5 4	25 0 0	44 3 0	42 15 4	28 8 0	40 5 4	20 10 0
F	43 2 3	37 4 0	29 2 11	54 15 10	..	32 7 4	22 8 3
G	49 7 1	30 10 10	37 13 5	36 12 6	29 11 11	35 12 6	32 13 8
H	85 0 0	..	39 8 5	40 11 1	23 15 3	28 14 4	21 4 3
I	24 5 8	20 0 0	27 9 9	38 5 1	23 8 10	30 13 1	18 11 9
J	41 7 9	..	33 6 8	44 6 10	26 0 0	33 8 0	22 8 0

There is no one concern in the above table which pays the lowest or the highest wages all round. As the object of the table is merely to show the wide variations in rates which exist between concern and concern, no further comments are necessary.

General Averages for all Occupations.

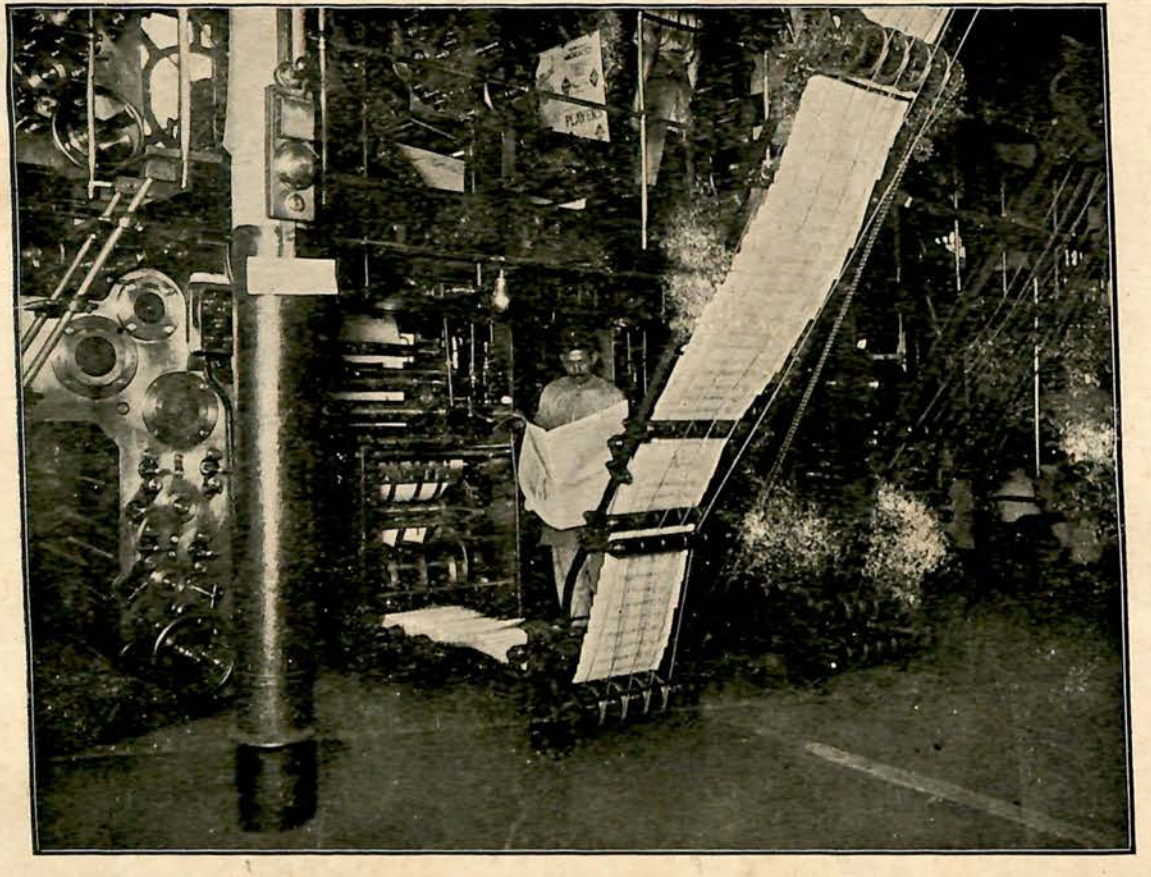
The summary tables which have hitherto been incorporated in this chapter contained general averages of monthly earnings for the whole of the Bombay Presidency proper for most of the important occupations which were selected for detailed consideration. We now proceed to examine the general averages for all occupations and the following table gives the general averages for percentage attendance and for daily and monthly earnings for men in all occupations in the printing industry both by areas and for the Presidency as a whole :—

General averages of percentage attendance and earnings in all occupations in "printing" concerns—Men only.

Area.	Number of persons employed.	Average percentage attendance.	Average daily earnings.	Average monthly earnings.
			Rs. a. p.	Rs. a. p.
Bombay City	6,084	91·9	1 8 3	37 9 2
Bombay Suburban, Thana, Kolaba and Ratnagiri	283	92·6	1 0 6	25 12 8
Ahmedabad City	253	88·0	1 1 5	25 13 10
Broach and Surat	113	92·5	0 14 4	22 6 7
Poona, Nasik and Ahmednagar ..	1,871	92·0	1 1 4	27 0 1
Presidency Proper	8,604	91·9	1 6 2	34 5 6

This is the first occasion on which figures for "average percentage attendance" have been introduced in this report. The term has already been explained in an earlier section in this chapter; but, in case the figures for the general averages of percentage attendance contained in the above table may be thought to reveal, at first sight, a high degree of absenteeism in the printing industry, a few observations on the reasons underlying these figures are given here.

Normally, vacancies due to casual absenteeism or the grant to workmen of short periods of leave with pay are seldom, if ever, filled in the engineering and printing industries by the engagement of temporary hands or substitutes. Where workers were absent in any concern during the whole of the census month, all factories were instructed to omit them from the returns; but all workers who had put in time during the census month and had worked even for a day were to be returned. As has already been pointed out in an earlier chapter, a fair percentage of workmen in the printing industry in the Bombay Presidency receive a certain period of leave with pay during the year; and, although leave pay is included in "earnings", the number of days for which leave was



A SECTION OF THE ROTARY MACHINE PRINTING *THE TIMES OF INDIA* DAILY, SHOWING ONE OF THE THREE ESCALATOR DELIVERIES IN ACTION

[*To face page 50*

granted is not counted as attendance. Workmen in all concerns which grant leave with pay grant leave in rotation so that work on hand may not be held up if too many people were away on leave at the same time. Periods of leave with pay added to periods of casual or unauthorised absence therefore result in reducing the averages of percentage attendance which, of course, increase the averages of percentage absence (100 *minus* the figure for percentage attendance). The figures of percentage attendance should not be regarded, therefore, as indicating "absenteeism". This word is often used in India in relation to unauthorised absence and absenteeism figures are often used to show that the Indian labourer is slack in his attendance and takes days off when it suits him without notice to his employer. Where, as in the engineering industry, there is a fairly general system of leave with pay, but with no substitutes engaged for the men on leave, the consequent reduction in attendance as shown by the muster rolls cannot be regarded as "absenteeism". It is a normal feature of the working of the industry and presumably the nominal roll of the factory contains, although it may not expressly say so, provision for this "leave reserve". No statistics have been collected during the general wage census specifically for unauthorised absence and the figures for average percentage attendance show the actual attendance at work of the persons concerned after omitting all periods of absence—unauthorised, with permission, or as leave with or without pay.

An examination of the figures of general averages of daily and monthly earnings shows that certain areas with lower averages of daily earnings than others have, in comparison, higher averages of monthly earnings and *vice versa*. For example, the general average daily earnings of 1,871 printing workers in the Poona, Nasik and Ahmednagar area are Re. 1-1-4. The general average monthly earnings are Rs. 27-0-1. In Ahmedabad City, the general average daily earnings of 253 printing workers are actually one pie higher than in the Poona, Nasik and Ahmednagar area but the general average monthly earnings are about Re. 1-4-0 less. The reason for this apparent discrepancy is to be found in the two different methods used in arriving at the figures. The average monthly earnings, as already explained at page 39 are obtained by dividing total earnings by the number of men who earned them. The average daily earnings are obtained by dividing the total earnings by the actual number of days worked. Figures of average percentage attendance, therefore have to be taken into account if these figures are used for comparative purposes. In the two areas referred to, the percentage attendance figures are: 92·0 for Poona, Nasik and Ahmednagar and 88·0 for Ahmedabad City.

In the printing industry, higher averages of earnings are naturally to be found in Bombay City where the average monthly earnings for a total of 6,084 men employed in the industry amounted to Rs. 37-9-2. The Poona, Nasik and Ahmednagar area comes next with an average of Rs. 27-0-1 per month for 1,871 men. The lowest average is that of Rs. 22-6-7 for 113 workers in the industry in the Broach and Surat

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area. Ahmedabad City and the Bombay Suburban, Thana, etc., areas come out equally with a little over Rs. 25–12–0 per month.

The figures contained in the above table are for men in all occupations in the printing industry, namely, process workers and workmen in engineering and "common" occupations. As it is of interest to see what the averages amount to first for process workers alone and secondly for workmen in engineering and "common" occupations in the printing industry, the figures have been separated and the results are set out in the two following tables :—

I.—General averages of percentage attendance and earnings for Process Operatives in Printing Concerns—Men only.

Area.	Number of persons employed.	Average percentage attendance.	Average daily earnings.	Average monthly earnings.
			Rs. a. p.	Rs. a. p.
Bombay City	5,705	91·7	1 8 2	37 4 10
Bombay Suburban, Thana, Kolaba and Ratnagiri	249	92·8	1 0 4	25 4 2
Ahmedabad City	237	87·9	1 1 8	26 2 2
Broach and Surat	108	92·2	0 14 9	22 14 11
Poona, Nasik and Ahmednagar ..	1,650	91·8	1 1 6	27 2 2
Presidency Proper	7,949	91·7	1 6 2	34 4 9

II.—General averages of percentage attendance and earnings in Engineering and "Common" occupations in Printing Concerns—Men only.

Area.	Number of persons employed.	Average percentage attendance.	Average daily earnings.	Average monthly earnings.
			Rs. a. p.	Rs. a. p.
Bombay City	379	95·6	1 9 8	41 10 3
Bombay Suburban, Thana, Kolaba and Ratnagiri	34	91·1	1 1 8	27 13 7
Ahmedabad City	16	88·2	0 14 8	21 13 6
Broach and Surat	5	98·5	0 6 8	11 1 8
Poona, Nasik and Ahmednagar ..	221	93·2	1 0 2	26 0 4
Presidency Proper	655	94·4	1 5 8	34 15 0

It will be noticed that the separation of workmen in the printing industry between process operatives and workers in engineering and " common " occupations has not made any appreciable difference in the general averages for most areas. The averages for process operatives in certain areas, i.e., in Bombay City and the Bombay Suburban, Thana, etc., area are slightly lower than those for all occupations whereas the averages for all occupations in the three remaining areas are higher than those for process operatives alone. It is of interest to observe that the general average monthly earnings of 379 printing press workers in engineering and " common " occupations amounted to Rs. 41-10-3 as against the general average monthly earnings of Rs. 41-0-11 for 30,134 workers in all occupations in engineering concerns in Bombay City. The remaining figures in the above two tables are self-explanatory and do not call for further comment.

TABLES

Table No. 1.

Occupational Distribution of Process Workers in the Printing Industry in the Bombay Presidency.

Occupation.	No. of workers returned.
Head Overseers ..	41
Overseers	62
Proof Readers	204
Copy Holders	104
Reporters and Translators ..	57
Compositor Foremen or Clickers	89
Compositors—Men ..	1,796
,, —Women ..	6
,, —Children ..	1
Impositors or Imposers ..	29
Distributors ..	61
Paper Issuers	21
Foremen Printers ..	30
Hand Pressmen ..	136
Letter Press Machinemen—Men ..	362
,, ,, ,, Women ..	4
Letter Press Feeders—Men	79
,, ,, ,, —Women	1
Ballers	922
,, —Children	3
Roller Makers	27
Counters	109
Checkers or Collators ..	82
Cutters	147
Rulers or Ruling Machinemen	59
Ruling Machine Feeders ..	37
Scorers	12
Treadle Machinemen ..	155
Folders—Men	202
,, —Children ..	3
Binding Foremen ..	27
Binders—Men	447
,, —Women ..	5
Binders' Boys	224
,, ,, —Women ..	2
,, ,, —Children ..	4
Wire and Hand Stichers ..	103
Bundlers and Banders ..	69
Gold Blockers	7
Paging Men	70
Gilders	10
Perforators and Eyeletters ..	43
Mono and Lino Mechanics ..	3
Linotype and Intertype Operators	66
Linotype & Intertype Cleaners	12
Monotype Keyboard Operators	27
,, ,, ,, —Women	12
Monotype Caster Attendants	46
Rotary Plate Casters ..	19
Rotary Machine Attendants	24
Stereotypers	40
Line Etchers	22
Halftone Etchers ..	35
Colour Etchers	3
Process Etchers ..	2
Process Printers ..	1
Litho Artists	102
Litho Etchers	8
Setting Men or Make-up Men in Film Studios ..	60
Cameramen	44
Photographers	17
Sound Recordists ..	5
Plate Makers	6
Plate and Film Developers ..	39
Intensifiers	2
Plate or Film Touchers ..	33
Replacers	6
Mounters	28
Processing Machine Hands ..	1
Film Joiner Maistries ..	5
Film Joiners	30
Disc Moulders and Polishers	1
Disc Edgers	1
Sievers	3
Litho Transferers ..	78
Copy Pasters	6
Litho Machine Operators ..	93
Litho Machine Feeders ..	115
Stone Polishers	152
Photo Transfer Washers ..	2
Photo Transferers ..	3
Photo Litho Operators ..	3
Film Printers	10
Photo Printers	5
Helio Printers	4
Off-set Machine Operators ..	53
Off-set Machine Feeders ..	16
Plate Grainers	13
Paper Polishers ..	3
Bronzers	24
Varnishers	71
Envelope Makers ..	46
Paper Box Making Machine Attendants	11
Paper and Box Pasters ..	26
Engravers	11
Embossers	9
Plate Printers	5
Die Stampers	24
Rubber Stamp Makers ..	1
Metal Furnacemen ..	7
Type Breakers and Rubbers—Men ..	85
,, ,, ,, —Children	12
Type Casters	152
Type Dressers, Kerners & Filers	72
,, ,, —Children	1
Type Assemblers—Men ..	19
,, ,, —Children	2
Artists	3
Examiners	167
Negative Touchers ..	3
Coolies	143

TABLE NO. II.

Frequencies of Monthly Rates for Proof Readers.

Frequency of monthly rates of wages.	Bombay City.	Bombay Suburban, Kolaba, Thana and Ratnagiri.	Ahmedabad City.	Broach and Surat.	Poona, Nasik and Ahmednagar.	Total.	Percentage to total.
Below Rs. 22 ..	4	..	2	..	3	9	4·42
Rs. 22 and below Rs. 24	..	..	..	..	2	2	0·98
„ 24 „ „ „ 26	..	1	..	..	7	8	3·92
„ 26 „ „ „ 28	..	..	..	..	..	..	..
„ 28 „ „ „ 30	..	..	..	..	1	1	0·49
„ 30 „ „ „ 32	3	..	1	..	4	8	3·92
„ 32 „ „ „ 34	2	..	..	..	1	3	1·47
„ 34 „ „ „ 36	8	..	..	..	2	10	4·90
„ 36 „ „ „ 38	..	..	..	..	1	1	0·49
„ 38 „ „ „ 40	1	..	..	..	..	1	0·49
„ 40 „ „ „ 42	8	..	..	..	2	10	4·90
„ 42 „ „ „ 44	6	..	..	..	..	6	2·94
„ 44 „ „ „ 46	9	..	..	..	2	11	5·39
„ 46 „ „ „ 48	1	..	..	1	..	2	0·98
„ 48 „ „ „ 50	2	..	..	..	1	3	1·47
„ 50 „ „ „ 52	20	..	1	..	1	22	10·79
„ 52 „ „ „ 54	6	..	..	..	1	7	3·43
„ 54 „ „ „ 56	7	..	..	..	..	7	3·43
„ 56 „ „ „ 58	15	..	..	..	..	15	7·36
„ 58 „ „ „ 60	2	..	..	..	..	2	0·98
„ 60 „ „ „ 62	10	..	..	..	1	11	5·39
„ 62 „ „ „ 64	6	..	..	..	1	7	3·43
„ 64 „ „ „ 66	3	..	..	..	1	4	1·96
„ 66 „ „ „ 68	4	..	..	..	..	4	1·96
„ 68 „ „ „ 70	3	..	..	..	..	3	1·47
„ 70 „ „ „ 72	2	..	..	..	..	2	0·98
„ 72 „ „ „ 74	2	..	..	..	..	2	0·98
„ 74 „ „ „ 76	4	..	..	..	1	5	2·45
„ 76 „ „ „ 78	..	..	..	..	..	..	..
„ 78 „ „ „ 80	3	..	..	..	..	3	1·47
„ 80 „ „ „ 90	6	..	..	..	2	8	3·92
„ 90 „ „ „ 100	6	..	..	..	..	6	2·94
„ 100 and over ..	21	..	..	..	..	21	10·30
Total ..	164	1	4	1	34	204	100·00

TABLE NO. III.

Frequencies of Monthly Rates for Compositors.

Frequency of monthly rates of wages.	Bombay City.	Bombay Suburban, Kolaba, Thana and Ratnagiri.	Ahmedabad City.	Broach and Surat.	Poona, Nasik and Ahmednagar.	Total.	Percentage to total.
Below Rs. 14 ..	23	1	3	4	45	76	5·12
Rs. 14 and below Rs. 16	10	2	2	2	28	44	2·97
„ 16 .. .. „ 18	16	1	1	2	13	33	2·22
„ 18 .. .. „ 20	12	3	1	4	26	46	3·10
„ 20 .. .. „ 22	38	1	6	4	24	73	4·92
„ 22 .. .. „ 24	21	3	6	7	17	54	3·64
„ 24 .. .. „ 26	53	1	9	4	23	90	6·06
„ 26 .. .. „ 28	25	1	6	12	16	60	4·04
„ 28 .. .. „ 30	25	1	8	4	8	46	3·10
„ 30 .. .. „ 32	75	1	8	5	17	106	7·14
„ 32 .. .. „ 34	59	2	8	..	10	79	5·32
„ 34 .. .. „ 36	55	..	11	3	9	78	5·26
„ 36 .. .. „ 38	27	..	5	1	6	39	2·63
„ 38 .. .. „ 40	30	..	5	..	6	41	2·76
„ 40 .. .. „ 42	91	..	5	2	5	103	6·94
„ 42 .. .. „ 44	35	..	5	1	3	44	2·97
„ 44 .. .. „ 46	88	1	3	2	3	97	6·54
„ 46 .. .. „ 48	42	..	..	1		43	2·90
„ 48 .. .. „ 50	31	..	1	1	3	36	2·43
„ 50 .. .. „ 52	100	..	1	..	1	102	6·87
„ 52 .. .. „ 54	25	..	..	..	..	25	1·68
„ 54 .. .. „ 56	37	..	..	..	1	38	2·56
„ 56 .. .. „ 58	19	..	..	..	1	20	1·35
„ 58 .. .. „ 60	4	..	1	..	2	7	0·47
„ 60 .. .. „ 62	23	..	..	..	1	24	1·62
„ 62 .. .. „ 64	8	..	..	..	..	8	0·54
„ 64 .. .. „ 66	9	..	..	..	1	10	0·67
„ 66 .. .. „ 68	5	..	1	..	..	6	0·40
„ 68 .. .. „ 70	3	..	..	..	1	4	0·27
„ 70 .. .. „ 72	15	..	..	..	..	15	1·01
„ 72 .. .. „ 74	1	..	..	..	..	1	0·07
„ 74 .. .. „ 76	4	..	..	..	..	4	0·27
„ 76 .. .. „ 78	3	..	..	..	1	4	0·27
„ 78 .. .. „ 80	..	..	..	..	..	..	..
„ 80 .. .. „ 90	16	..	..	..	7	23	1·55
„ 90 .. .. „ 100	4	..	..	..	..	4	0·27
„ 100 and over ..	1	..	..	..	..	1	0·07
Total ..	1,033	18	96	59	278	1,484	100·00

TABLE NO. IV.

Frequencies of Monthly Rates for Letter Press Machinemen.

Frequency of monthly rates of wages.	Bombay City.	Bombay Suburban, Kolaba, Thana and Ratnagiri.	Ahmedabad City.	Broach and Surat.	Poona, Nasik and Ahmednagar.	Total.	Percentage to total.
Below Rs. 22 ..	..	2	..	2	8	12	3·46
Rs. 22 and below Rs. 24	..	1	..	..	2	3	0·86
„ 24 „ „ „ 26	..	..	..	..	4	4	1·15
„ 26 „ „ „ 28	..	..	..	2	9	11	3·17
„ 28 „ „ „ 30	2	..	..	..	2	4	1·15
„ 30 „ „ „ 32	15	..	2	..	13	30	8·65
„ 32 „ „ „ 34	6	..	..	..	2	8	2·31
„ 34 „ „ „ 36	17	1	2	1	5	26	7·49
„ 36 „ „ „ 38	3	..	..	..	2	5	1·44
„ 38 „ „ „ 40	3	..	..	..	2	5	1·44
„ 40 „ „ „ 42	31	..	1	1	5	38	10·95
„ 42 „ „ „ 44	7	1	..	..	3	11	3·17
„ 44 „ „ „ 46	25	..	1	..	1	27	7·78
„ 46 „ „ „ 48	7	..	..	1	..	8	2·31
„ 48 „ „ „ 50	12	..	..	..	1	13	3·75
„ 50 „ „ „ 52	33	..	4	..	2	39	11·24
„ 52 „ „ „ 54	8	..	..	..	2	10	2·88
„ 54 „ „ „ 56	13	..	1	..	..	14	4·04
„ 56 „ „ „ 58	6	..	2	1	..	9	2·59
„ 58 „ „ „ 60	5	..	..	..	1	6	1·73
„ 60 „ „ „ 62	18	..	2	1	1	22	6·34
„ 62 „ „ „ 64	4	..	1	..	..	5	1·44
„ 64 „ „ „ 66	8	..	1	..	..	9	2·59
„ 66 „ „ „ 68	3	..	..	..	..	3	0·86
„ 68 „ „ „ 70	1	..	..	..	..	1	0·29
„ 70 „ „ „ 72	4	..	..	..	..	4	1·15
„ 72 „ „ „ 74	1	..	..	..	..	1	0·29
„ 74 „ „ „ 76	4	..	..	..	..	4	1·15
„ 76 „ „ „ 78	1	..	..	..	..	1	0·29
„ 78 „ „ „ 80	2	..	..	..	..	2	0·58
„ 80 „ „ „ 90	6	..	..	..	1	7	2·02
„ 90 „ „ „ 100	5	..	..	..	..	5	1·44
„ 100 and over ..	..	..	..	..	..	..	..
Total ..	250	5	17	9	66	347	100·00

TABLE NO. V.

Frequencies of Monthly Rates for Binders.

Frequency of monthly rates of wages.	Bombay City.	Bombay Suburban, Kolaba, Thana and Ratnagiri.	Ahmedabad City.	Broach and Surat.	Poona, Nasik and Ahmednagar.	Total.	Percentage to total.
Below Rs. 14 ..	4	..	..	..	5	9	2·08
Rs. 14 and below Rs. 16	3	..	..	1	3	7	1·61
„ 16 „ „ „ 18	6	..	..	..	..	6	1·38
„ 18 „ „ „ 20	11	..	..	2	5	18	4·15
„ 20 „ „ „ 22	19	1	2	..	5	27	6·22
„ 22 „ „ „ 24	26	1	1	1	9	38	8·76
„ 24 „ „ „ 26	42	..	1	2	7	52	11·98
„ 26 „ „ „ 28	23	1	..	2	2	28	6·45
„ 28 „ „ „ 30	23	..	..	..	6	29	6·68
„ 30 „ „ „ 32	38	..	..	2	7	47	10·83
„ 32 „ „ „ 34	18	..	1	..	4	23	5·30
„ 34 „ „ „ 36	29	..	..	1	2	32	7·37
„ 36 „ „ „ 38	6	..	1	..	2	9	2·08
„ 38 „ „ „ 40	13	..	..	..	..	13	3·00
„ 40 „ „ „ 42	29	..	1	..	2	32	7·37
„ 42 „ „ „ 44	6	..	..	..	1	7	1·61
„ 44 „ „ „ 46	17	..	..	..	..	17	3·92
„ 46 „ „ „ 48	3	..	1	..	..	4	0·92
„ 48 „ „ „ 50	8	..	..	..	..	8	1·84
„ 50 „ „ „ 52	11	..	..	..	..	11	2·54
„ 52 „ „ „ 54	2	..	..	..	..	2	0·46
„ 54 „ „ „ 56	5	..	..	..	1	6	1·38
„ 56 „ „ „ 58	..	..	..	..	..	..	..
„ 58 „ „ „ 60	1	..	..	..	..	1	0·23
„ 60 „ „ „ 62	2	..	1	..	..	3	0·69
„ 62 „ „ „ 64	1	..	..	..	..	1	0·23
„ 64 „ „ „ 66	1	..	..	..	..	1	0·23
„ 66 „ „ „ 68	1	..	..	..	1	2	0·46
„ 68 „ „ „ 70	..	..	..	..	..	..	..
„ 70 „ „ „ 72	1	..	..	..	..	1	0·23
„ 72 „ „ „ 74	..	..	..	..	..	..	..
„ 74 „ „ „ 76	..	..	..	..	..	..	..
„ 76 „ „ „ 78	..	..	..	..	..	..	..
„ 78 „ „ „ 80	..	..	..	..	..	..	..
„ 80 „ „ „ 90	..	..	..	..	..	..	..
„ 90 „ „ „ 100	..	..	..	..	..	..	..
„ 100 and over ..	..	..	..	..	..	..	..
Total ..	349	3	9	11	62	434	100·00

TABLE No. VI.

Frequencies of Monthly Rates for Ballers.

Frequency of monthly rates of wages.	Bombay City.	Bombay Suburban, Kolaba, Thana and Ratnagiri.	Ahmedabad City.	Broach and Surat.	Poona, Nasik and Ahmednagar.	Total.	Percentage to total.
Below Rs. 12 ..	40	6	3	..	34	83	9·25
Rs. 12 and below Rs. 14	27	16	4	1	22	70	7·80
,, 14 ,, ,, ,, 16	39	15	1	1	27	83	9·25
,, 16 ,, ,, ,, 18	39	5	1	2	28	75	8·36
,, 18 ,, ,, ,, 20	73	7	1	1	11	93	10·37
,, 20 ,, ,, ,, 22	54	7	3	1	10	75	8·36
,, 22 ,, ,, ,, 24	166	1	1	..	1	169	18·84
,, 24 ,, ,, ,, 26	86	1	1	1	3	92	10·26
,, 26 ,, ,, ,, 28	32	2	1	..	1	36	4·01
,, 28 ,, ,, ,, 30	26	2	1	..	..	29	3·23
,, 30 ,, ,, ,, 32	22	..	..	..	2	24	2·68
,, 32 ,, ,, ,, 34	9	..	1	..	1	11	1·23
,, 34 ,, ,, ,, 36	25	..	1	..	..	26	2·90
,, 36 ,, ,, ,, 38	1	..	..	..	..	1	0·11
,, 38 ,, ,, ,, 40	4	..	..	..	..	4	0·45
,, 40 and over ..	24	..	2	..	..	26	2·90
Total ..	667	62	21	7	140	897	100·00

TABLE No. VII.

Average Earnings and Attendance in the Printing Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.			Average monthly earnings.		
				Rs.	a.	p.	Rs.	a.	p.
Process Operatives.									
Head Overseers	T	8	88·9	10	9	6	254	3	6
Overseers	T	47	97·6	3	9	1	94	7	10
Proof Readers	T	164	93·2	2	7	10	62	9	7
Copy Holders	T	100	89·0	1	4	3	30	6	6
Reporters and Translators	T	49	96·3	4	10	9	121	8	2
Compositor Foremen	T	53	91·0	3	3	2	78	8	4
	P	12	87·7	3	14	8	91	0	3
Compositors	T	1,033	90·5	1	8	1	36	11	6
	P	239	90·3	1	13	6	44	8	10
,, —Children	T	1	100·0	0	7	1	12	0	0
Impositors or Imposers	T	25	94·2	1	10	10	42	5	0
Distributors	T	52	89·0	0	14	1	21	0	6
Paper Issuers	T	15	89·6	1	5	8	32	12	11
Foremen Printers	T	25	97·8	6	5	10	167	4	4
Hand Pressmen	T	91	91·8	1	0	10	26	1	1
	P	12	96·6	1	14	9	50	1	0
Letter Press Machinemen	T	250	93·3	1	13	8	46	8	6
	P	15	93·3	2	4	9	57	14	4
Letter Press Feeders	T	50	93·9	0	13	3	21	0	2
Ballers	T	667	92·6	0	13	7	21	2	4
	P	25	91·9	1	3	9	30	10	0
Roller Makers	T	25	94·2	1	0	8	26	8	9
Counters	T	59	95·9	0	15	4	24	12	6
Checkers and Collators	T	27	95·9	0	12	10	20	11	4
Cutters	T	110	92·3	1	3	2	29	15	8
Rulers and Ruling Machinemen	T	52	93·2	1	5	5	33	8	1
Ruling Machine Feeders	T	34	89·4	0	12	2	18	5	0
Scorers	T	12	77·5	0	15	2	19	13	2
Treadle Machinemen	T	92	87·7	1	6	8	33	9	7
Folders	T	163	90·1	0	13	11	21	1	11
	P	9	81·1	1	7	2	31	11	9
Binding Foremen	T	21	89·4	2	7	7	59	5	0
Binders	T	349	93·1	1	3	1	30	0	1
	P	13	95·4	0	13	10	22	4	5
Binder Boys	T	174	89·1	0	9	10	14	14	1
,, ,, —Children	T	4	95·4	0	5	1	8	2	7
Wire and Hand Stitchers	T	88	92·0	0	15	5	23	13	10
Bundlers	T	25	95·7	0	9	3	15	5	8
Gold Blockers	T	7	96·8	1	7	5	38	4	1
Paging Men	T	55	91·1	1	2	0	27	8	6
Gilders	T	10	95·6	1	8	1	38	13	10
Perforators and Eyeletters	T	26	89·1	0	12	8	18	15	4
Mono and Lino Mechanics	T	3	80·2	7	12	1	168	1	4
Lino and Intertype Operators	T	19	93·7	5	5	6	135	4	6
	P	45	93·6	5	7	8	137	2	3
Lino and Intertype Cleaners	T	10	99·6	1	3	4	32	8	0
Monotype Keyboard Operators :									
Men	T	24	94·3	2	6	4	60	13	5
	P	2	98·1	2	7	4	65	3	0
Women	T	1	100·0	2	12	5	75	0	0
	P	11	92·7	2	10	0	60	14	0

TABLE No. VII—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives—contd.					
Monotype Caster Attendants ..	T	30	97·7	1 14 11	50 12 2
	P	13	91·5	2 5 1	53 9 10
Rotary Plate Casters	T	19	9 ·9	3 3 7	83 5 7
Rotary Machine Attendants ..	T	24	95·7	2 1 5	53 10 2
Stereotypers	T	29	93·9	1 6 7	35 11 7
Line Etchers	T	22	97·5	1 13 10	49 0 4
Half Tone Etchers	T	34	87·3	2 5 7	55 5 1
Colour Etchers	T	1	100·0	1 13 8	50 0 0
Litho Artists :					
1st Grade	T	19	87·5	5 13 1	137 7 10
2nd Grade	T	55	91·9	1 12 1	43 8 0
Litho Etchers	T	6	97·5	1 9 4	41 10 1
Setting Men	T	60	94·8	1 1 0	27 3 2
Cameramen :					
Special	T	4	100·0	11 3 3	302 8 0
Ordinary	T	21	88·4	1 15 7	47 2 1
Photographers :					
Special	T	7	93·6	11 13 7	297 12 0
Ordinary	T	10	97·4	2 11 11	72 2 10
Sound Recordists	T	5	100·0	8 8 4	230 0 0
Plate Makers	T	1	85·2	5 10 5	130 0 0
Plate and Film Developers ..	T	39	99·4	1 9 9	43 2 3
Plate and Film Touchers ..	T	27	91·4	1 10 9	41 2 10
Mounters	T	22	81·1	0 9 11	13 8 11
Processing Machine Hands ..	T	1	100·0	2 8 5	68 0 0
Film Joiner Maistries ..	T	5	100·0	5 14 9	159 14 5
Film Joiners	T	30	97·3	1 7 1	37 13 8
Disc Moulders	T	1	100·0	0 14 10	25 0 0
Disc Edgers	T	1	100·0	0 11 1	18 11 0
Sievers	T	3	81·5	0 11 7	15 15 2
Litho Transferers	T	49	89·1	1 8 4	37 1 11
Copy Pasters	T	6	87·1	1 5 10	33 11 0
Litho Machine Operators ..	T	66	92·4	1 10 11	42 4 10
Litho Machine Feeders	T	77	91·9	0 13 6	21 0 11
Stone Polishers	T	111	92·0	0 11 5	17 14 8
Film Printers	T	10	99·3	2 11 2	72 5 7
Photo Printers	T	1	88·9	1 10 9	45 2 6
Off-set Machine Operators ..	T	8	94·9	2 0 3	51 10 4
Off-set Machine Feeders	T	12	83·3	0 14 3	20 0 2
Plate Grainers	T	5	94·8	1 0 6	26 6 6
Bronzers	T	19	92·4	0 8 5	13 2 8
Varnishers	T	39	87·3	0 10 0	14 11 5
Envelope Makers	T	19	84·8	0 14 5	20 9 4
Paper Box Machine Attendants ..	T	11	89·6	0 14 7	22 1 5
Paper and Box Pasters	T	26	96·2	0 9 1	14 11 8
Engravers	T	10	85·9	3 2 8	73 3 3
Plate Printers	T	5	91·9	1 7 9	36 13 10
Die Stampers	T	22	93·6	1 5 5	33 13 0
Rubber Stamp Makers	T	1	100·0	1 10 8	45 0 0
Metal Furnacemen	T	7	93·1	1 0 7	26 0 7
Type Breakers and Rubbers ..	T	70	87·8	0 9 10	14 9 11
,, ,, Children ..	T	3	91·4	0 6 11	10 9 8

TABLE No. VII—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—contd.				Rs. a. p.	Rs. a. p.
Type Casters	T	90	92·1	1 2 4	28 8 11
Type Dressers, Kerners and Filers ..	T	60	88·1	1 1 11	26 10 9
Type Assemblers	T	17	95·2	0 13 1	21 1 4
,, ,, —Children ..	T	2	51·9	0 5 4	4 11 0
Artists	T	2	100·0	4 10 1	125 0 0
Coolies	T	87	87·8	0 13 3	19 12 4
Workers in occupations common to all factories.		"			
Chargemen	T	1	100·0	9 4 2	250 0 0
General Maistries	T	3	100·0	3 12 7	102 2 8
Steam Engine Drivers	T	1	100·0	2 15 5	80 0 0
Boiler Attendants : 2nd Class ..	T	2	100·0	1 0 11	28 8 0
Firemen	T	2	70·4	1 5 3	25 4 0
Oilmen	T	3	100·0	1 6 7	38 2 8
Electric Motormen	T	2	92·6	2 6 0	59 5 9
Superior Armature Winders ..	T	1	66·7	3 15 11	71 13 11
All Round Electricians	T	1	81·5	3 6 11	75 8 0
Superior Wiremen	T	4	100·0	3 10 5	98 9 0
Ordinary Wiremen	T	14	98·4	1 4 10	34 10 3
Hoistmen	T	1	100·0	0 14 10	25 0 0
Superior Moulders	T	1	100·0	2 12 5	75 0 0
Ordinary Moulders	T	4	97·2	1 7 7	38 12 0
Ordinary Machinists	T	2	92·6	1 6 2	34 10 0
Tool Grinders	T	2	100·0	1 0 7	28 0 0
Electroplaters and Gilders ..	T	1	88·9	2 1 5	50 2 0
Superior Fitters	T	11	95·3	2 13 8	73 7 3
Ordinary Fitters	T	10	84·4	1 5 6	30 11 0
Superior Instrument Mechanics ..	T	1	81·5	2 15 3	65 0 0
Ordinary Instrument Mechanics ..	T	1	81·5	1 13 1	40 0 0
Superior Motor Mechanics ..	T	1	100·0	5 1 8	137 12 0
Motor and Lorry Drivers ..	T	29	99·4	2 0 7	55 8 0
Motor Cleaners	T	10	87·4	0 12 3	18 1 7
Superior Painters	T	9	88·1	4 11 4	111 14 9
Ordinary Painters	T	23	96·3	1 4 9	33 10 6
Call Boys	T	1	100·0	0 8 11	15 0 0
Superior Carpenters	T	21	96·6	2 3 6	57 14 0
Ordinary Carpenters	T	38	91·6	1 7 6	36 6 11
Superior Tailors	T	2	100·0	2 6 1	64 4 0
Ordinary Tailors	T	3	100·0	1 11 8	46 10 8
Plumbers	T	1	100·0	2 7 5	66 8 0
Packers, Wrappers and Labellers ..	T	28	97·6	0 15 9	25 13 0
Superior Apprentices	T	16	100·0	3 14 7	105 9 3
Ordinary Apprentices	T	16	90·4	0 11 11	18 1 8
Muccadams	T	4	87·0	1 10 7	39 0 0
Mechanics' Assistants	T	2	100·0	0 10 8	18 0 0
Watchmen	T	56	98·8	1 0 9	28 7 10
Cartmen	T	7	95·8	0 12 2	19 10 0
Warehousemen	T	3	71·6	1 5 3	25 10 8
Watermen	T	7	100·0	0 7 6	12 10 5
Dhobies (washermen)	T	10	98·5	1 0 10	28 0 0
Sweepers	T	24	98·5	0 9 11	16 7 7
Sweepers (Women)	T	3	100·0	0 5 11	10 0 0

TABLE No. VIII

Average Earnings and Attendance in the Printing Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthy earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Head Overseers	T	2	100·0	8 5 4	225 0 0
Overseers	T	1	100·0	2 1 9	57 0 0
Proof Readers	T	1	100·0	0 14 10	25 0 0
Reporters and Translators	T	3	76·5	2 0 6	41 15 10
Compositors	T	18	95·2	0 14 4	22 11 3
Distributors	T	6	97·5	0 9 7	15 11 7
Hand Pressmen	T	4	95·4	1 0 0	25 12 10
Letter Press Machinemen	T	5	96·3	1 0 7	26 11 1
Letter Press Feeders	T	4	95·4	0 9 2	14 11 1
Ballers	T	62	91·1	0 9 5	14 7 3
Ballers—Children	T	2	100·0	0 5 4	9 0 0
Roller Makers	T	2	90·7	0 7 2	10 15 9
Cutters	T	10	89·6	0 14 7	22 1 2
Treadle Machinemen	T	5	94·8	1 3 11	31 9 1
Folders	T	2	98·1	0 9 5	15 8 6
Binding Foremen	T	1	100·0	1 5 11	37 0 0
Binders	T	3	92·6	0 13 5	20 15 0
Wire and Hand Stitchers	T	2	63·0	0 8 8	9 3 8
Perforators and Eyeletters	T	2	100·0	1 0 4	27 8 0
Litho Artists :					
1st Class	T	4	100·0	4 7 1	120 0 0
	P	1	85·2	3 9 1	82 0 0
2nd Class	T	2	96·3	0 14 10	24 1 9
Litho Etchers	T	2	92·6	0 15 5	24 1 0
Litho Transferers :					
1st Class	T	4	97·2	3 8 6	92 11 3
2nd Class	T	17	86·3	0 15 8	22 13 6
Litho Machine Operators	T	12	96·3	1 6 11	37 4 8
Litho Machine Feeders	T	13	92·0	0 14 3	22 2 6
Stone Polishers	T	23	93·1	0 10 7	16 10 8
Photo Litho Operators	T	1	96·3	5 0 0	130 0 0
Off-set Machine Operators	T	3	96·3	2 1 1	53 12 2
Plate Grainers	T	1	100·0	0 13 0	22 0 0
Paper Polishers	T	3	100·0	0 11 1	18 10 8
Varnishers	T	19	95·7	0 9 10	15 13 8
Type Casters	T	5	96·2	0 15 11	25 3 7
Type Dressers, Korners and Filers	T	2	96·3	0 6 7	10 10 8
" " —Children	T	1	100·0	0 5 11	10 0 0
Coolies	T	4	88·0	0 6 9	10 0 2
Workers in Occupations common to all Factories.					
Steam Engine Drivers	T	2	100·0	2 5 0	62 8 0
Oilmen	T	2	98·1	0 15 10	26 4 5
All-round Electricians	T	1	48·1	6 2 6	80 0 0
Motor and Lorry Drivers	T	3	100·0	2 0 4	60 0 0
Motor Cleaners	T	3	100·0	0 11 6	21 5 4
Superior Carpenters	T	2	100·0	2 6 0	64 2 0
Packers, Wrappers and Labellers	T	12	81·2	0 11 10	16 2 8
" " —Women	T	1	81·5	0 15 10	21 13 0
Warehousemen	T	5	94·1	0 10 1	16 0 1
Watchmen	T	1	100·0	0 8 3	16 0 0
Sweepers	T	3	100·0	0 5 1	9 0 0

TABLE No. IX.

Average Earnings and Attendance in the Printing Industry in the Ahmedabad City Area.

Occupation.	Time or piece	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Overseers	T	2	100·0	2 4 2	60 15 6
Proof Readers	T	4	100·0	1 1 6	29 8 0
Reporters and Translators ..	T	5	100·0	1 8 4	41 0 0
Compositor Foremen or Clickers ..	T	5	97·8	1 12 9	47 6 2
Compositors	T	96	85·8	1 2 9	27 1 11
	P	1	96·3	1 12 8	46 9 9
Paper Issuers	T	5	83·0	0 8 7	12 0 4
Foremen Printers	T	1	100·0	2 6 6	65 0 0
Hand Pressmen	T	4	97·2	0 12 3	20 0 6
Letter Press Machinemen ..	T	17	85·0	1 11 7	39 8 11
Ballers	T	21	92·9	0 12 2	19 1 7
Ballers—Children	T	1	18·5	0 9 4	2 14 6
Cutters	T	1	96·3	0 12 11	20 15 6
Treadle Machinemen	T	19	85·2	1 3 3	27 11 2
Binders	T	9	95·9	1 2 2	29 5 8
Bronzers	T	4	96·3	0 6 11	11 4 5
Varnishers	T	2	75·9	0 13 9	17 9 3
Type Brakers and Rubbers ..	T	8	93·0	0 5 11	9 4 4
,, ,, ,, —Children	T	9	72·3	0 4 0	4 14 2
Type Casters	T	25	81·7	0 11 2	15 5 3
Type Dressers, Kerners and Filers ..	T	5	88·8	0 10 7	15 12 2
Type Assemblers	T	2	85·2	1 0 1	23 2 9
Artists	T	1	100·0	4 0 6	108 14 0
Workers in Occupations Common to all Factories.					
Superior Fitters	T	1	100·0	3 0 4	81 9 0
Ordinary Fitters	T	2	94·4	1 4 4	32 6 8
	P	1	96·3	0 15 9	25 10 0
Ordinary Carpenters	T	1	100·0	1 9 10	43 8 9
	P	1	96·3	0 14 6	23 8 0
Packers, Wrappers and Labellers ..	T	2	100·0	0 14 5	24 6 2
Ordinary Apprentices	T	8	78·7	0 5 10	7 11 5
,, ,, —Children ..	T	1	100·0	0 7 1	12 0 0

TABLE No. X.

Average Earnings and Attendance in the Printing Industry in the Broach and Surat Area.

Occupation.	Time or piece.	Number or workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Proof Readers	T	1	100·0	1 11 10	47 0 0
Compositor Foremen or Clickers ..	T	3	100·0	2 1 3	56 2 4
Compositors	T	59	90·1	0 15 3	23 3 10
Letter Press Machinemen ..	T	9	98·4	1 5 0	34 14 0
Ballers	T	7	94·7	0 10 5	16 10 2
Treadle Machinemen	T	5	94·1	0 12 6	19 13 10
Folders	T	9	94·2	0 4 2	6 10 10
Binders	T	11	95·6	0 14 5	23 3 3
Binders' Boys	T	4	81·5	0 8 3	11 5 0
Workers in Occupations Common to all Factories.					
Motor and Lorry Drivers ..	T	1	96·3	1 2 6	30 0 0
Ordinary Apprentices	T	3	98·8	0 3 11	6 8 2
Sweepers	T	1	100·0	0 3 7	6 0 0

TABLE No. XI.

Average Earnings and Attendance in the Printing Industry in the Poona, Nasik and Ahmednagar Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Head Overseers	T''	31	97·4	7 1 4	186 2 10
Overseers	T	12	71·2	3 5 5	63 15 5
Proof Readers	T	34	89·8	1 9 4	38 5 1
Copy Holders	T	4	88·9	0 14 8	21 15 6
Compositor Foremen	T	11	100·0	1 11 7	46 9 2
,, ,,	P	5	100·0	2 0 7	55 0 0
Compositors—Men	T	278	89·8	0 15 8	23 12 3
,, ,,	P	72	84·3	0 14 9	20 14 11
,, —Women ..	T	6	98·6	0 5 4	7 13 8
Impositors or Imposers	T	4	83·3	1 5 6	30 2 11
Distributors	T	3	70·4	0 10 1	12 0 4
Paper Issuers	T	1	100·0	0 8 11	15 0 0
Foremen Printers	T	4	88·9	3 5 5	80 2 0
Hand Pressmen	T	25	86·0	1 1 10	25 12 0
Letter Press Machinemen—Men ..	T	66	90·1	1 5 0	31 14 2
,, ,, ,, Women ..	T	4	93·7	0 5 1	7 2 6
Letter Press Feeders—Men ..	T	25	93·6	0 9 8	15 3 7
,, ,, ,, Women ..	T	1	50·0	0 7 11	5 15 0
Ballers	T	140	93·1	0 8 11	13 15 7
Counters	T	33	98·6	0 10 7	17 9 5
,,	P	17	99·1	1 0 0	26 11 9
Checkers or Collators ..	T	55	99·8	1 5 5	36 0 6
Cutters	T	26	96·0	0 15 8	25 5 10
Rulers or Ruling Machinemen ..	T	7	89·4	1 0 9	25 3 8
Ruling Machine Feeders ..	T	3	97·5	0 7 7	12 6 9
Treadle Machinemen	T	34	86·3	1 1 5	25 3 1
Folders	T	6	92.6	0 9 2	14 4 6
,,	P	13	88·3	0 10 1	15 1 4
,, —Children	T	3	100·0	0 4 8	7 15 0
Binding Foremen	T	5	71·1	2 10 2	50 9 7
Binders—Men	T	62	93·4	1 0 0	25 2 2
,, —Women	T	5	95·0	0 4 9	6 11 7
Binders' Boys—Men	T	46	70·0	0 7 6	8 14 1
,, ,, —Women ..	T	2	97·9	0 4 1	6 0 0
Wire and Hand Stitchers	T	13	82·9	0 9 4	13 1 1
Bundlers and Banders	T	13	97·4	0 9 7	15 12 11
,, ,,	P	31	94·1	1 0 6	26 3 1
Paging Men	T	15	92·6	0 13 0	20 5 2
Perforators and Eyeletters ..	T	15	99·0	0 10 10	18 2 3
Linotype and Intertype Operators ..	T	2	96·3	1 13 8	48 2 5
Linotype and Intertype Cleaners ..	T	2	87·0	0 9 9	14 4 5
Monotype Keyboard Operators ..	T	1	92·6	1 4 6	32 0 0
Monotype Caster Attendants ..	T	3	86·4	1 2 3	26 10 4
Stereotypers	T	11	86·9	1 9 11	38 0 0
Halftone Etchers	T	1	96·3	2 14 9	76 0 0
Colour Etchers	T	2	92·6	4 8 0	112 8 0
Process Etchers	T	2	85·2	1 3 10	28 7 5
Process Printers	T	1	100·0	2 10 3	71 4 0
Litho Artists—1st grade ..	T	7	95·2	3 5 0	85 1 9
,, ,, 2nd grade ..	T	14	86·7	1 7 9	34 11 0

TABLE No. XI—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—contd.				Rs. a. p.	Rs. a. p.
Cameramen	T	19	95·9	0 15 8	25 3 10
Plate Makers	T	5	100·0	0 15 11	26 13 4
Intensifiers	T	2	87·0	1 7 5	34 6 0
Plate or Film Touchers	T	6	99·4	1 5 11	36 12 8
Replacers	T	6	100·0	1 0 1	27 2 4
Mounters	T	6	96·3	0 12 4	20 0 0
Litho Transferers	T	8	97·7	2 3 2	58 0 3
Litho Machine Operators ..	T	15	91·1	2 2 8	53 0 10
Litho Machine Feeders	T	25	77·3	0 11 9	15 4 1
Stone Polishers	T	18	94·8	0 10 9	17 2 4
Photo Transfer Washers ..	T	2	96·3	0 14 2	23 0 0
Photo Transferers	T	3	98·8	1 15 6	52 8 0
Photo Litho Operators ..	T	2	96·3	1 13 7	48 0 6
Photo Transfer Printers ..	T	4	99·1	1 3 7	32 12 0
Helio Printers	T	4	96·3	1 0 7	27 0 0
Off-set Machine Operators ..	T	42	99·0	1 1 7	29 6 11
Off-set Machine Feeders ..	T	4	97·2	0 11 7	19 0 5
Plate Grainers	T	7	92·1	0 12 9	19 10 2
Bronzers	T	1	100·0	0 14 8	24 0 0
Varnishers	T	11	91·6	0 9 7	14 13 1
Envelope Makers	T	18	100·0	0 8 3	13 14 9
,, ,,	P	9	96·3	1 1 4	27 1 9
Engravers	T	1	96·3	0 12 4	20 0 0
Embossers	T	2	87·0	1 8 0	35 4 9
,,	P	7	97·9	0 12 1	19 15 6
Die Stampers	T	2	100·0	1 6 4	37 11 11
Type Breakers and Rubbers ..	T	7	91·0	0 9 6	14 10 10
Type Casters	T	32	92·3	0 15 4	23 15 3
Type Dressers, Kerners and Filers ..	T	5	92·6	0 10 4	16 2 3
Examiners	T	167	96·4	0 12 4	19 15 11
Negative Touchers	T	3	100·0	0 9 6	16 0 0
Coolies	T	52	95·6	0 8 8	13 15 4
Workers in occupations common to all factories.					
Oil Engine Drivers —Men ..	T	3	97·5	1 3 3	31 10 8
,, ,, ,, —Women ..	T	1	100·0	1 0 8	25 0 0
Firemen	T	1	100·0	0 12 0	20 4 0
Pumpmen	T	3	100·0	0 14 8	28 6 8
Ordinary Switch Board Attendants ..	T	3	100·0	1 9 4	49 1 4
Superior Electric Fitters ..	T	2	100·0	2 12 6	75 1 6
Ordinary Electric Fitters ..	T	1	92·6	0 6 5	10 0 0
Ordinary Moulders	T	1	100·0	1 0 0	27 0 0
Superior Machinists	T	1	100·0	3 11 0	99 9 0
Ordinary Machinists	T	2	94·4	1 7 9	37 13 2
Ordinary Blacksmiths	T	1	96·3	1 11 7	43 14 0
Hammermen or Strikers	T	1	100·0	0 7 6	12 10 6
Tinsmiths	T	4	88·0	1 15 5	46 9 11
Superior Fitters	T	10	96·7	2 12 10	73 1 5
Ordinary Fitters	T	5	94·1	1 8 1	38 4 0
Motor and Lorry Drivers ..	T	2	100·0	1 8 1	43 9 3
Ordinary Painters	T	1	100·0	1 11 0	45 9 0
Letterers	T	2	100·0	0 9 6	16 0 9

TABLE NO. XI—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in occupations common to all factories—contd.				Rs. a. p.	Rs. a. p.
Carpenter Maistries	T	1	100·0	2 14 0	77 10 0
Superior Carpenters	T	3	96·3	2 2 8	56 4 4
Ordinary Carpenters	T	19	92·6	1 6 8	35 6 6
Sawyers	T	1	100·0	2 0 0	54 0 0
Plumbers	T	2	100·0	1 10 0	43 14 0
Masons	T	2	100·0	1 10 3	44 4 9
Packers, Wrappers and Labellers ..	T	54	94·9	0 8 1	12 14 8
Superior Apprentices	T	7	75·1	2 0 5	41 1 7
Ordinary Apprentices	T	20	85·9	0 5 8	8 2 9
Warehousemen	T	2	96·3	0 10 3	16 11 6
Jamadars	T	2	100·0	3 9 5	96 14 6
Watchmen	T	40	96·7	0 12 3	20 1 3
Cartmen	T	1	92·6	0 12 0	18 12 0
Sweepers—Men	T	24	87·0	0 9 0	15 2 5
„ —Women	T	2	100·0	0 3 4	5 0 0

APPENDICES

APPENDIX A.

GROUP A : WHITE FORM FOR MEN ON TIME RATES OF WAGES.

General Wage Census, 1934-35.

PART I COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934.

(Forms returnable to the Commissioner of Labour, Secretariat, Bombay.)

(Please read the instructions† very carefully.)

This information should be filled on every form.

Name of concern — *Industry*

Town — *Occupation*

District — *Number of working days (excluding Sundays and holidays) during the month of May 1934 for the above occupation*

[Please give the details below (in ink) for each individual operative on separate lines.]

Muster, serial or ticket number.	Actual number of days worked by the operative shown in column 1.	Rate of wages. Amount.	Rate of wages. per*	Earnings less fines (excluding overtime) (see note in instructions).	Value of damaged material handed over to the operative, if any.	Remarks.
1	2	3	4	5	6	7
		Rs. a. p.		Rs. a. p.	Rs. a. p.	
		UNDER NO CIRCUMSTANCES SHOULD OPERATIVES IN MORE THAN ONE OCCUPATION BE ENTERED ON THE SAME FORM OR A CONTINUATION FORM USED FOR A PARTICULAR OCCUPATION				

* Here *insert* hour, day, week, fortnight or month as the case may be for time rates.

†(The instructions are printed at pages 77 and 78.)

THESE FORMS SHOULD NOT BE FOLDED—PLEASE KEEP THEM FLAT AND RETURN THEM IN THE SPECIAL ENVELOPE PROVIDED FOR THE PURPOSE.

APPENDIX A—*contd.*

GROUP B : BLUE FORM FOR MEN ON PIECE RATES OF WAGES.

General Wage Census, 1934-35.

PART I COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934.

(**Forms returnable to the Commissioner of Labour, Secretariat, Bombay.**)

(*Please read the instructions*† *very carefully.*)

This information should be filled on every form.

Name of concern — *Industry*

Town — *Occupation*

District — *Number of working days (excluding Sundays and holidays) for the above occupation in the day "hapta" falling in the month of May 1934 from the to the*

[Please give the details below (in ink) for each individual operative on separate lines.]

Muster, serial or ticket number.	Actual number of days worked by the operative shown in column 1.	Earnings less fines (excluding overtime) (*see* note in instructions).	Value of damaged material handed over to the operative, if any.	Remarks.
1	2	3	4	5
		Rs. a. p.	Rs. a. p.	

UNDER NO CIRCUMSTANCES SHOULD OPERATIVES IN MORE THAN ONE OCCUPATION BE ENTERED ON THE SAME FORM OR A CONTINUATION FORM USED FOR A PARTICULAR OCCUPATION

†(The instructions are printed at pages 77 and 78.)

THESE FORMS SHOULD NOT BE FOLDED—PLEASE KEEP THEM FLAT AND RETURN THEM IN THE SPECIAL ENVELOPE PROVIDED FOR THE PURPOSE.

INSTRUCTIONS.

1. *General.*—The detailed information called for in this form is required for every individual operative and for every member of the supervisory and clerical staff. Space is provided on each form for entries in respect of fourteen persons only. Entries for more than fourteen persons should not be made on the same form but one or more continuation forms should be used for the purpose. Continuation forms should not be numbered and every form should be completely self-contained, i.e., the entries regarding "Name of Concern", "Town", "District", "Occupation" and "Number of working days in the pay period" should be filled on every form. The forms should not be folded and should be returned in the special envelope provided for the purpose.

2. *Sex, Age and Payment Groups.*—The forms are printed for two main groups of operatives and in five different colours for each group. Group A forms are for all operatives who are paid monthly (time or piece) or bi-monthly (time or piece) and also for operatives in a month which is not a calendar month, e.g., a month beginning from the 9th May and ending on the 8th June or the Hindu calendar month. "Bi-monthly" means where there are two wage-periods in a month running from the 1st to the 15th and from the 16th to the end of a calendar month. Group B forms are for operatives who are paid for periods or "haptas" of 35, 28, 16, 14, 8 or 7 days. For both groups, white forms are to be used for adult males on time rates of wages, blue forms for adult males on piece rates, pink forms for adult females on time rates, green forms for adult females on piece rates and yellow forms for children or half-timers. For operatives in bi-monthly pay periods the figures for number of days worked and earnings for each operative for the two periods should be totalled and the entries should be made in Group A forms. Where a month is not a calendar month please take the pay period which has the greatest number of days in the month of May. For workers paid by "haptas", Group B forms should be used and the figures for number of days worked and earnings should only be for one "hapta". In selecting the "hapta" for particular groups of operatives that "hapta" which falls entirely in the month of May should be taken; and if there are two or more complete "haptas" in the month of May the earliest "hapta" should be selected. **In each case please use the right coloured form.** Thus, if there are fifteen operatives in a stated occupation of whom three men and four women are paid bi-monthly on time rates of wages and two men and six women are paid at piece rates for 16-day "haptas", combine the figures for the two wage-periods in the first case using a Group A white form for the men, a Group A pink form for the women; and give the figures for only one "hapta" in the second case, using a Group B blue form for the men and a Group B green form for the women.

3. *Occupations.*—Standard lists of occupations have been prepared for each trade and industry. Two copies of the complete lists for all industries have been sent with the forms. The instructions regarding designating certain occupations, especially supervisory posts, and grouping are given in a prefatory note in the standard lists and should be studied very carefully. The first industry group in the list is "Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Saw Mills, Stone Crushing Plants, Ordnance and Ammunition Factories, Water Pumping Stations *and occupations common to all factories*". Every factory has certain occupations which are to be found in this group. Please therefore examine the first group in addition to the group of occupations for the particular industry to which your factory belongs. In describing occupations no terms should be used which are not to be found in the standard list. **Separate forms or sets of forms should be used for each different occupation.** Thus, "superior fitters" and "ordinary fitters" are two distinct occupations and they should not be brought on to the same form. Please study the standard list very carefully for dividing certain occupations into two or more grades, e.g., "special", "superior" and "ordinary".

4. *Number of Days Worked.*—What is required here is the actual number of days for which the operative whose ticket number is shown in the first column has worked during the month of May or in any shorter wage-period in that month irrespective of the fact whether holidays or leave with pay are granted or not. Where a short day, i.e., a Saturday or any other day, is worked during the week and the rates of wages for the short day are the same as for a full day, the short day should be counted as a full day. When wages are calculated on the basis of total number of hours worked the total number of hours worked should be divided by the average daily hours worked in a full week, e.g., where the hours per week are 48 distributed in an 8½-hour day from Mondays to Fridays and 5½ hours on Saturdays, the average daily hours would be 8. **Sundays and holidays which are paid for should not be included in the figure given for the number of days worked in column 2.** Overtime hours should be excluded in calculating number of days worked in the last case.

5. *Rates of Wages.*—Where *time rates* are calculated on a basic rate *plus* a percentage dearness or war allowance and/or a percentage for a cut **the figures to be entered for rates of wages should be the consolidated rate** after providing for the increase and/or the decrease. No information about rates is required for operatives on piece rates.

6. *Earnings.*—"Earnings" in column 5 *include* wages earned from basic rates of pay and all allowances such as dearness of food or grain allowances, good attendance bonus, earnings from double substitute or double *badli* work, pay for holidays or leave with pay, cash payments for travelling allowances and house rent less disciplinary fines but *exclude* value of free housing provided, free railway passes and overtime. No deductions on account of provident funds, club fees, medical attendance, housing or any other amenities provided by the employer, etc., should be made. **Please do not deduct the value of damaged material handed over to the operative for which a deduction has been made from his wages from the figure entered in the form for "earnings" but enter the amount of such deduction in the separate column provided for it.**

7. *Substitutes.*—No information is required for employees on leave for the whole of the pay period taken or for casual temporary substitutes but if a worker leaves permanently during a pay period and is replaced by another, the figures for earnings and number of days worked by the permanent worker and by the worker who replaces him should be totalled and shown as for one operative.

APPENDIX B.

GENERAL WAGE CENSUS, 1934-35

Labour Office

Government of Bombay

PART I—COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934

GENERAL QUESTIONNAIRE

regarding

NUMBERS EMPLOYED, HOURS OF WORK, CONDITIONS OF LABOUR AND WELFARE ACTIVITIES

FORM RETURNABLE TO THE COMMISSIONER OF LABOUR, SECRETARIAT, BOMBAY

Name of Concern _____

Town _____

District _____

Industry Group _____

BOMBAY
PRINTED AT THE GOVERNMENT CENTRAL PRESS
1934

Questions.

Answers.

A. NUMBERS EMPLOYED.

Please fill in the table opposite regarding total numbers of staff and workers employed on 1st May 1934 for all shifts.

(In centres and factories for which a different month is to be taken for the purposes of the census, the figures should relate to the month for which the census forms are filled in.)

	Number employed.
Officers	
Clerks (the whole clerical establishment).	
Workpeople :—	
Men .. { On Time Rates .. / On Piece Rates ..	
Women .. { On Time Rates .. / On Piece Rates ..	
Children or Half-Timers	

B. LABOUR TURNOVER.

1. What was the total number of permanent hands who left your factory during May 1934 either of their own choice or on account of retirement or dismissal ?

(Workers who proceeded on leave should not be included in the above figures.)

2. What was the total number of substitutes or *badlis* employed during the month of May 1934 in place of workers absent temporarily ?

(One *badli* should not be counted twice.)

C. RECRUITMENT OF LABOUR.

1. Do you recruit your labour—
   (*a*) through a special officer ?
   (*b*) through Mukkadams, Jobbers or Foremen ? or
   (*c*) through any other agency ?

D. PERIODS AND METHODS OF WAGE PAYMENT.

1. What is the normal period of wage payments in your factory ; i.e., are wages paid monthly, bi-monthly (for periods from the 1st of a calendar month to the 15th and from the 16th to the end of the month), weekly, or for periods of 8, 14, 16, 28 or 35 days ? In each case please specify the number of workers in each pay period and the number of days elapsing between the end of the wage period and the date of payment.

2. Where the month is the normal pay period do you adopt the English calendar month, the Hindu month or a month which is not a calendar month, e.g., a month beginning from the 25th of one month and ending on the 24th of the next month ?

3. Do you grant advances to your workmen against wages ; and, if so, what rates of interest, if any, do you charge on these advances ?

4. Please describe, in brief, the principles which you follow in fixing wage rates ; i.e., are the rates you pay merely dependent on demand and supply of the type of labour required or are your rates fixed rates ?

Pay period.	Number of workers.	Number of days elapsing between completion of pay period and payment of wages.

Questions. *Answers.*

5. In all cases where rates are fixed, both for time rates and for piece rates of wages, please specify the increases or decreases which have been effected in these rates since 1914; and, in cases, where factories have been started since 1914, the increases or decreases in the rates since the starting of the factory.

6. Are rates of wages in your factory consolidated rates or do you have basic rates plus War, Dearness, *Moghwari* or Grain allowances? In the latter case please give exact details of these additions and the conditions under which these additions can be earned.

7. Do you give bonuses, in addition to rates, for (*a*) good work; (*b*) good attendance; or (*c*) for any other purpose? In each case please specify the amounts of these bonuses and the conditions under which they can be earned.

8. In cases where rates are not hourly rates or daily rates, please describe the method adopted in calculating wages. For example, in cases where you have monthly time rates, say Rs. 27 a month, are the earnings for numbers of days worked calculated on the basis of working days in the month or all the days in the month including Sundays and holidays? In the latter case what are the conditions attached to pay being allowed for Sundays and holidays?

Note.—The daily rate of pay in a 31-day month with 27 working days for a worker on Rs. 27 per month would be Re. 1 per day if the rate is calculated on the basis of working days and about 14 annas a day if the rate is calculated on the basis of number of days in a month. If pay for Sundays is not given in the latter case to workmen who are absent for any one or more days in a week or on a Saturday a worker who is absent for one day loses Rs. 1-12-0 for two days' wages at 14 annas a day whereas in the former case he only loses Re. 1.

E. HOURS OF WORK AND SHIFTS.

1. How many shifts do you work in your factory?

2. Please specify the exact times of work or hours of work and rest intervals for each shift, separately for the clerical establishment and for each group of workmen,—men and women,—and for the mechanical department where hours of work are different to those for process operatives. Where hours of work are different on Saturdays please give exact details.

Questions. *Answers.*

3. Which is the normal closing day in the week for your factory ?

4. If your factory is a continuous process factory what arrangements are made for granting rest days and at what intervals are these rest days given ?

5. What is the method which you adopt in calculating overtime ; *i.e.*, is overtime calculated on the basis of daily hours, weekly hours or monthly hours ? Please specify the departments or groups of workmen who are regularly called upon to work overtime ; and in each case please give the rates of overtime allowances granted.

6. If possible, please give the numbers of workers who were called upon to work overtime during the month of May 1934 and the aggregate number of overtime hours worked by them.

7. Have you any system of granting leave to your workers with or without pay ? If any definite rules are laid down please attach a copy of these rules. If no rules have been made please describe the system adopted for granting leave.

F. FINES AND PENALTIES.

1. Have you laid down any definite rules regarding conduct ? If so, please attach a copy of these rules.

2. Where standing orders or rules have been framed what measures are taken to bring these rules to the notice of the workers employed ?

3. Do you fine your workpeople ? If so, have you laid down any limits beyond which the workers should not be fined.

4. Please give the number of cases in which fines were inflicted during the month of May 1934, and the aggregate amount of such fines.

5. How is unauthorised absence dealt with ?

6. How do you deal with late attendance and what is the method you follow in reckoning wages for partial attendance ?

7. Do you have the *double khadda* system in your factory *i.e.*, are workers called upon to forfeit two days' wages for each day's unauthorised absence ?

Questions. *Answers.*

8. Do you hand over damaged material to your workers and deduct the cost of such material from the workers' wages? If so, is the deduction made at manufacturing cost or selling price?

9. In what manner are fines utilised? Have you a special fines fund; and, if so, what use is the fund put to?

G. FIRST AID AND MEDICAL.

1. What measures have been taken in your factory to provide first aid in case of accidents and injuries?

2. Have you a hospital or a dispensary attached to your factory; and, if so, what arrangements have you made for medical attendance?

3. Are any deductions made from the workers' wages for medical aid? If so, please specify the amounts of these deductions.

H. HOUSING.

1. Have you made any arrangements for the housing of your employees? Please give brief details of the arrangements made separately for Officers, Clerks, Watchmen and Workers.

2. Where housing is provided, please give the number of tenements provided and the rents charged for each class of tenement; and please also state whether the rents charged are economic rents or rents below economic value.

3. Are any special house rent and/or travelling allowances granted in cases where housing is not provided? If so, please give exact details.

I. EDUCATIONAL FACILITIES.

1. Have you made any arrangements for providing vocational training to your workers? If so, please describe them in full.

2. Have you established any schools for—

(*a*) your operatives and/or
(*b*) the workers' children?

If so, please give full details and the average numbers attending the classes provided.

Questions. *Answers.*

J. RECREATION.

1. Have you provided any facilities for recreation for your staff and workers ? In each case please give full details.

K. CRECHE, REST ROOMS AND DINING SHEDS.

1. Have you established a creche in your factory for the children of your female employees ? If so, please state the number of nurses and ayahs provided and the arrangements made for feeding the children kept in them.

2. Have you provided any canteens for refreshments, rest shelters or dining rooms for your workers ? If so, please give details

L. INSURANCE AND FINANCIAL AID.

1. Have you established any system of sickness insurance in your factory ? If so, please give details and attach a copy of the rules framed, if any.

2. Have you established a Provident Fund or Funds for the benefit of your superior and clerical staffs and/or your workers ? If so, please give details as to the contributions to be made by the workers and the employers, the rates of interest allowed and the arrangements made for the security of such Funds.

3. Have any Co-operative Societies been established for the benefit of your workers ? If so please state whether these societies have been formed and are controlled by the employers, the workers or by representatives of both the employers and the workers.

4. Have you any system of paying gratuities to your workers after specified periods of service ? If so, please give full details.

M. TRADE UNIONISM AND WORKS COMMITTEES.

1. Have your workers formed a Trade Union ? If so, what percentage of your workers are members of such a union ?

2. Do you recognise unions of your workers ? If not, please state the reasons why recognition is not accorded ?

3. Have you any standing arrangements with unions of your workers for the representation of their grievances and for their discussion ?

Questions. *Answers.*

M. TRADE UNIONISM AND WORKS COMMITTEES—contd.

4. Have you established any Works Committees in your factory? If so, please give full details regarding the representation of the employers and the workers, the extent or scope of the discussions permitted; and please also state the extent of the success which such Committees have met with.

5. In all cases where the workers are not organised, what arrangements, if any, have been made to provide facilities for your workers to represent their complaints or grievances?

6. Is there any organisation of the employers in your Industry? If so, please state whether you are members of such an organisation or association.

APPENDIX C.

Standard List of Occupations.

Notes and Instructions on the use of the lists of Standardized occupations.

The term "Occupation" in the wage census forms and in these lists means the correct designation or trade name of each category of workmen employed. Thus, "Fitters", "Welders", "Carpenters", etc., are occupations. The term "occupation" does not apply to the location of a factory or to the business of the factory concerned.

The principal object underlying the preparation of these lists of standardized occupations is to secure the universal use, by all factory managements, of uniform terms for designating various occupations and trades in all factory industries. The lists have been prepared in consultation with experts in each industry and, as far as possible, the proper English technical terms have been adopted. Every perennial factory in the Bombay Presidency has been visited and the terms which have been adopted have been discussed with the managements after a proper examination of the type of work done. In all cases where the standardized terms were not found to be in use instructions were given for re-designation on the lines of the standard lists. **But, in spite of this, all factory managements are earnestly requested to examine the lists very carefully and to designate particular groups of workpeople according to the terms used in these lists. In all cases where terms are provided for designating groups of workpeople, these terms should be used in filling up the census forms.**

In order to avoid reduplication in the lists of terms for occupations which are common to all factories, e.g. oilmen, firemen, engine drivers, carpenters, fitters, coolies or unskilled labourers, etc. and for members of supervisory and clerical staffs, the terms for designating such occupations have been included in the lists only once in the first group of occupations for the "Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Stone Crushing Plants, Saw Mills, Ordnance and Ammunition Factories and Water Pumping Stations *and* **occupations common to all factories".** There are large groups of concerns which, strictly speaking, do not fall under this industry group; but which, at the same time, employ no workmen whose correct occupational designations fall outside the list for this group. Such concerns have therefore been classified in the broad Engineering and Metal, etc. group. When using these standardized lists of occupations, therefore, individual concerns are requested to carefully examine this group in addition to the specific group of occupations covering their own particular type of plant for all occupations in the "Supervision", "Clerical", "General", "Maintenance" and "Mechanic" Departments. If they do not find a specific group of occupations for their own particular industry, all the occupations in their plants will be found in the first group.

As every endeavour has been made to provide suitable designations for all industria occupations in the Bombay Presidency, **the Commissioner of Labour particularly requests that no individual unit or concern should use any term which is not to be found in the standard lists.** All unskilled labourers who are not looking after specific machines and who have no technical skill of processes and who are doing work of a type which can be done equally efficiently by other inexperienced workers should be classified as coolies. Coolies in mechanics departments and trained lifters should be classed as Mechanics' Coolies or Nawghanies. Two occupations, namely, (1) Fitters; and (2) Turners have been divided into three classes:—A. Special; B. Superior; and C. Ordinary according to their daily or monthly rates of pay. Several other occupations, namely, Boilermakers, Painters, Carpenters, Moulders, Locksmiths, Motor Mechanics, Switch Board Attendants, Wiremen, Turbine Operators, Electrical Fitters, Draughtsmen, etc. have also been divided into "Superior" and "Ordinary" in the same manner but the rates of pay dividing one grade from another vary in certain cases. In all cases where occupations have been graded into "Superior" or "Ordinary", please examine the dividing margins for rates of pay very carefully and grade the workmen into two or more classes according to their rates of pay on 1st May 1934. **In all cases separate forms must be used for each different grade.**

No grading has been done for officers and persons in supervisory posts. All heads of establishments should be included under the first heading of "Managers and Works Managers". This group will be averaged into classes according to rates of pay to be determined later. Mechanical Engineers and Electrical Engineers should be shown separately but if an Engineer is both Mechanical and Electrical he should be shown under "Mechanical and Electrical Engineers". A designation for a Maistry is provided for

each of the more important Engineering occupations; thus, Boilermaker Maistries, Fitter Maistries, Turner Maistries, Carpenter Maistries, etc. But if any particular Maistry is not specifically provided for he should be shown under "General Maistries" together with Maistries looking after the work of two or more types of workmen. The term "Chargeman" is to be given to the technician who is between a Foreman or Assistant Foreman and a Maistry.

Notes on particular occupations have been added where necessary in order to clarify specific meanings. In many cases short descriptive notes have also been added: but, in entering up an occupation in the forms for the wage census, no entries should be made of the matter within the brackets after each occupation; for example, in the case of "Superior Fitters (persons earning Rs. 2 per day or Rs. 54 per month or over up to the limits specified for Special Fitters)" please enter "Superior Fitters" only.

Except for the provision of a few specific occupations for women such as "Naikins (women Muccadams)", "Nurses (including Creche Nurses)" and "Creche Ayahs", none of the other occupations included in these lists have been divided into men or women or children (half timers). Women and children are employed in several occupations and wherever they are employed, pink forms should be used for women and yellow forms for children. Thus, if "Single Side Siders" in Cotton Mills are entered on a particular form the use of a white form will show that the operatives concerned are men whereas the use of a pink form will show that the entries on the form are in respect of women. Similar remarks apply to operatives on time and piece rates of wages. Payments of wages on piece rates are almost universally adopted in the frame and the weaving departments of Textile Mills. If operatives are paid on time rates of wages, white forms should be used for men and pink forms for women. On the other hand if operatives are paid on piece rates, blue forms should be used for men and green forms for women. No further entries need be made on the forms in respect of age or sex groups or methods of payment. (Time rates are fixed rates per hour, day, fortnight, month or any other period as the case may be. Piece rates are rates per unit of production. Thus, Rs. 25 per month, Rs. 15 per *hapta*, Rs. 2-4-0 per day, five annas and six pies per hour are all time rates. Rates of two annas per lb. or yard of cloth produced or an anna for filling one hundred match boxes are piece rates. Task rates, i.e., a combination of time and piece rates, should be treated as piece rates.)

There are certain occupations which are to be found in several departments of a big plant or factory; e.g., Oilmen, Carpenters, Fitters, Coolies, etc. Separate census forms should not be used for different groups of workers in each of these occupations in different departments but workpeople in all common occupations should be brought together and entered up on one form or set of forms. **Separate forms or sets of forms must, however, be used for each occupation.**

The Commissioner of Labour realises that there are several occupations, especially in the smaller factories, which are interchangeable and that one group of workpeople might be called upon to do the work of any other group. But, all factory managements are requested, as far as possible, to classify their workers under as many specified occupations as possible. For example, the tendency in Printing Presses would be to include all workmen in the Binding Department as Binders. This may be done where there are one or two binders only. But if there are four or more "Binders", they should be sorted out and classified as Binders, Cutters, Hand and Machine Stitchers, etc.

ENGINEERING AND METAL TRADES INCLUDING ELECTRICITY AND GAS GENERATING AND REFRIGERATION PLANTS, STONE CRUSHING PLANTS, SAW MILLS, ORDNANCE AND AMMUNITION FACTORIES, WATER PUMPING STATIONS AND OCCUPATIONS COMMON TO ALL FACTORIES.

*Managers and Works Managers (including Works' Superintendents and Superintending Foremen).
*Assistant Managers.
*Mechanical Engineers (including Civil Engineers).
*Electrical Engineers.
*Mechanical and Electrical Engineers.
*Marine Engineers.
*Sanitary Engineers (including Licensed Plumbers).
*Assistant Engineers (Steam, Electrical, Mechanical and Marine).
*Medical Officers (full time).
*Labour Officers (including Welfare Supervisors).
*Covenanted Assistants (Official Rank).
*Uncovenanted Assistants (Official Rank).
*Salesmen and Canvassers (only salaried employees).
*Chemists and Assayers.
*Assistant Chemists and Assayers.
*Laboratory Assistants.
*Foremen (including Storeholders). (Please say whether covenanted or non-covenanted.)
*Assistant Foremen (including Supervisors and Assistant Storeholders). (Please say whether covenanted or non-covenanted.)
Chargemen (all Departments except Shift Chargemen in Electricity Generating Plants).
*Mechanical Inspectors (including Examiners in Ammunition Factories).
Gaugers.
*Electrical Inspectors.
*Sanitary Inspectors.
Gantrymen.
Steam Engine Drivers.
Oil Engine Drivers.
Gas Engine Drivers.
Engine Lighters (in Loco Workshops and Sheds).
Boiler Attendants, 1st Class.
Boiler Attendants, 2nd Class.
Engine, Boiler and Machine Cleaners (including Pump, Train, Pit and Tube Cleaners and Washoutmen).
Firemen (including Sarangs and Augwallas).
Stokers and Gunners.
Valvemen (including Sluice, Valve or Gate Regulators).
Pumpmen and Filtermen (including Pump Drivers and Syphon Attendants).
Air Compressor Operators.
Cooling and Refrigeration Plant Attendants.
Sprinklers.
Water Softeners.
Dollymen.
Oilmen (including Oilers from all Departments).
Ropemen (including Rope Splicers, Banders and Beltmen).
Gas Makers and Chargers.
Electric Motormen.
Superior Turbine Drivers (including Plant Attendants—men drawing Rs. 6 per day or Rs. 160 per month and *over*).
Ordinary Turbine Drivers (men drawing *under* Rs. 6 per day or Rs. 160 per month).
Shift Chargemen (including operators and Shift Assistants).
Stokers (in Electricity Generating Plants).
Turbine Cleaners.
Superior Switchboard Attendants (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Ordinary Switchboard Attendants (men drawing *under* Rs. 4 per day or Rs. 110 per month).
Cable Jointers.
Superior Armature Winders (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Armature Winders (men drawing *under* Rs. 2 per day or Rs. 54 per month).
All-Round Electricians.
Superior Wiremen (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
(The term "Wiremen" includes Coil Makers, Commutator Builders, Controllers and Testers.)
Ordinary Wiremen (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Electrical Fitter Maistries.
Superior Electrical Fitters (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Electrical Fitters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Plate Pasters (in the manufacture of accumulators).
Accumulator Assemblers.
Battery Chargers (including Battery hands).
Assemblers or Erectors (in Engineering Plants including Millwrights).
Dismantlers (in Engineering Plants).
Markers (marking structural sections).
Asphalt Plant Operators.
Asphaltmen (including Mixers).

* This occupation will be dealt with in the report on "Salaries and conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Bombay Presidency."

ENGINEERING AND METAL TRADES, ETC.—(contd.)

Boilermaker Maistries.
Superior Boilermakers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Boilermakers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Brickarchmen.
Steam and Electric Crane Drivers.
Assistant Cranemen and Slingers.
Hydraulic Crane Drivers.
Hoistmen.
Truckmen (including Trolleymen).
General Maistries (including Supervisors).
*Superior Draughtsmen (men drawing Rs. 3 per day or Rs. 80 per month and *over*).
*Ordinary Draughtsmen (men drawing *under* Rs. 3 per day or Rs. 80 per month).
*Tracers.
Patternmaker Maistries.
Patternmakers.
Moulding Maistries.
Furnacemen (including Smelters).
Superior Moulders (including Cupolamen and Coremakers—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Moulders (including Cupolamen and Coremakers but drawing *under* Rs. 2 per day or Rs. 54 per month).
Chippers (including Pneumatic Chippers).
Die Casters and Hot Stampers (including Die Lappers and Die Setters).
Dross Washers.
Turner Maistries.
(*N.B.*—The term "Turner" applies to the following types of Machinists in Engineering Plants :—Lathemen, Milling, Planing, Shaping, Slotting, Capstan, Beam Bending, Punch and Shearing, Filling, Screwing, Hacksaw, etc., Machinemen but not Drillers.)
Special Turners (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Superior Turners (men drawing Rs. 2 per day or Rs. 54 per month and *over* up to the limits specified for Special Turners).
Ordinary Turners (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Drillers (including Pneumatic Drillers and Radial Drilling Machinemen).
Welding Maistries.
Welders (Electric and Oxy-acetylene—including Galvanisers and Tube Welders).
Lead Burners.
Seaming Machine Attendants (including Seam Formers).
Hydraulic Testors.
Fauceters or Socketers.
Pipe Truers.
Plate Cutters (Heavy Metal Work).
Plate Rollers (Heavy Metal Work).
Hydraulic Pressmen (Heavy Metal Work).
Chairing Machine Attendants.
Shipwrights.
Straighteners.
Rotary and Beam Enders.
Rivet, Bolt and Nut Makers (including Machinists).
Riveter Maistries.
Riveters (including Iron Caulkers).
Rivet Heaters and Holders (including Rivet Boys and Holders-up).
Template Makers.
Gunsmiths.
Temperers (including Toolsmiths and Tool Hardeners).
Tool Grinders (including Saw Sharpeners).
Cutlers.
Engravers (including Electric Engravers).
Electroplaters and Gilders.
Emerymen.
Blacksmith Maistries.
Superior Blacksmiths (men earning Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Blacksmiths (men earning *under* Rs. 2 per day or Rs. 54 per month).
Hammermen or Strikers (including Power Hammermen and Bellowmen).
Wire Drawers.
Wire Cleaners.
Wire Polishing Machinemen.
Wire Annealers.
Wire Nail Makers.
Goldsmiths.
Silversmiths.
Tinsmith and Coppersmith Maistries.
Tinsmiths.
Tin Making Machine Men (including filling, drilling, milling, shaping, planing, body cutting, trimming, hemming, panel and horn pressing, top and bottom pressing, squeezing, rolling, capping, clipping, handling and lid cutter placing machinemen).
Solderers (including Soldermen and Soldermakers).
Coppersmiths.
Tin Seamers and Exhausters.
Mineral Oil Pumping Maistries.
Mineral Oil Fillers (including Cart, Lorry and Wagon Fillers and Petrol Pump Attendants).
Testers.
Braziers (including Brass Finishers).
Fitter Maistries.
Special Fitters (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Superior Fitters (men drawing Rs. 2 per day or Rs. 54 per month and *over* up to the limits specified for Special Fitters).

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ENGINEERING AND METAL TRADES, ETC.—(contd.)

Ordinary Fitters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Fettlers.
Superior Instrument Mechanics (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Instrument Mechanics (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Motor Mechanic Maistries.
Superior Motor Mechanics (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Motor Mechanics (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Tyremen (men who fit tyres, inflate and repair inner tubes).
Motor and Lorry Drivers.
Motor Cleaners.
Glaziers and Lens Surfacers.
Glass Cutters and Grinders.
Springsmiths.
Locksmith Maistries.
Superior Locksmiths (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Locksmiths (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Watch and Clock Makers and Repairers.
Processmen (in Refineries).
Metal Stampers (Hand and Machine).
Metal Pressmen (Hand and Machine).
Metal Cutters (Hand and Machine).
Metal Trimmers, Rollers and Beaders.
Metal Ware Fitters.
Annealers.
Metal Spinners.
Frosters (including Cleaners).
Metal Polishers (Buff and Lathe).
Metal Filers.
Superior Danger Building Workers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Danger Building Workers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Charges Blackening Men.
Cartridge and Bullet Making Machine Attendants.
Coin Ringers and Examiners.
Painter Maistries.
Superior Painters (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Painters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Letterers (including Writers and Liners).
Superior Armourers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Armourers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Concrete Moulders.
Concrete Reinforcers.
Concrete Assemblers.
Concrete Dismantlers.
Maturing Tank Attendants.
Concrete Pipe Testers.
Stone Crushing Plant Attendants.
*Train Examiners.
Engine Examiners.
Progressmen.
Shunting Masters.
Shunting Drivers (including Shunters).
Turntablemen.
Pointsmen (including Couplingmen).
Wheel Tappers.
Call Boys.
Timber Markers.
Cabinet Makers and Body and Boat Builders (special Carpenters employed on highly skilled work).
Wheelwrights (including Wheelers).
Axle packers.
Carpenter Maistries (including Sawyer Maistries).
Superior Carpenters (including Ship Joiners—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Carpenters (including Ship Joiners—men drawing *under* Rs. 2 per day or Rs. 54 per month).
Wood Working Machinists (including Turners and Wood Planing Machine Attendants).
Wood Carvers.
Wood Caulkers.
Sawyers (including both hand and machine Sawmen and Cut Cross Sawmen).
Saw Bench Attendants.
Polishers (including French Polishers and Varnishers).
Brush Makers.
Coopers.
Upholsterers (including Trimmers).
Canemen.
Sail Makers.
Riggers.
Superior Tailors (including Tent Makers and Repairers—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Tailors (including Tent Makers and Repairers but men drawing *under* Rs. 2 per day or Rs. 54 per month).
Vulcanizers.
Plumbers (non-licensed).
Masons (including Bricklayers).
Tile Turners.
Saddlers.
Mochis or Cobblers.
Measurers.
Weighmen (including Scalemen).
Stencil cutters.
Packers, Wrappers and Labellers (including Number Markers, Stencillers,

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ENGINEERING AND METAL TRADES, ETC.—(concld.)

Baling Markers and Stampers).
Superior Apprentices (men being trained for higher jobs).
Ordinary Apprentices (learners for definite trades—all occupations).
Muccadams (Headmen of gangs of unskilled labourers and coolies *and who have no knowledge of technical processes*).
Naikins (women Muccadams).
Nawghanies (Trained Lifters and Carriage Lifters including Tindals, Lascars, Khalasis and Slingers).
Mechanics' Coolies.
Coolies (ordinary unskilled labourers). (The term "Coolies" includes Coal Coolies, Patiwallas, Toplawallas, basket-coolies, operatives in the Mixing and Waste Departments of Textile Mills; and, speaking generally, all unskilled labourers who are not asked to attend to machines).
*Secretaries.
*Assistant Secretaries.
*Office Superintendents (Non-official posts carrying a salary of over Rs. 300 per month).
*Accountants (including Deputy Accountants).
*Book-keepers.
*Cashiers.
*Head Clerks (men drawing Rs. 150 per month and over).
*Senior Clerks (men drawing Rs. 90 to Rs. 150 per month).
*Filing and Despatch Clerks.
*Other Clerks (including both office, factory, and shop clerks).
*Bill Collectors.
*Stenographers.
*Typists.
*Telephone Operators.
*Head Time-keepers.
*Time-keepers.
Time Checkers (in Departments—persons who are checking production and not ordinary Time-keepers).
Ticket Boys (including Ticket Sorters).
*Estate and Building Supervisors.
*Head Store-keepers.
*Store-keepers (including Tallymen, Store Supervisors, Chasers and Checkers).
Gunny Bag Sewers (including Repairers).
Warehousemen (coolies working in godowns including Stores Issuers).
*Teachers (School Masters and School Mistresses).
Watermen (for supplying water to factory and office staffs).
*Naiks (headmen of batches of office peons).
*Peons (including Messengers and Runners).
*Barbers.
*Syces.
Cartmen.
*Cooks (including Khansammas).
*Butlers (including Table Boys and Khitmagars).
*Bearers (including Hamals).
*Nurses (including Creche Nurses).
*Creche Ayahs.
*Compounders.
*Dispensary and Ward Boys.
Fire Brigade Men.
*Gatekeepers (superior clerical type).
Jamadars (Headmen of batches of Watchmen).
Watchmen (including Chowkidars).
*Malis.
Machine Laundrymen.
Washermen (including Dhobis).
Lampmen.
Chokras or Odd Jobs Boys (half timers only).
Sweepers (including Halalkhores and Bhangis).

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PRINTING INCLUDING FINE ART AND LITHO PRINTING, FILM AND RECORD MAKING, PHOTO ZINCO PRINTING AND TYPE FOUNDRIES.

Overseers (Higher Supervising Staff).
Artists.
Proof Readers (including Examiners).
Copy Holders (including Reading Boys).
Examiners.
Reporters and Translators.
Compositor Foremen or Clickers.
Compositors (including Journeymen).
Impositors or Imposers.
Distributors (including Head Distributors).
Paper Issuers.
Foremen Printers (including Head Printers).
Hand Pressmen (including Galley Pressmen).
Letter Press Machinemen (including Printers).
Letter Press Feeders.
Ballers (including Rollermen, Inkers, Flymen or Flyboys, Trimmers, Sorters, Helpers, Washers and Spongemen).
Roller Makers.
Counters.
Checkers or Collators (including Insetters and Gatherers).
Cutters (including Machine and Hand Cutters and Guillotinemen).
Rulers or Ruling Machinemen.
Ruling Machine Feeders.
Scorers.
Treadle Machinemen.
Folders (Hand and Machine).
Binding Foremen.
Binders.
Binders' Boys.
Wire and Hand Stitchers (including Stabbers and Book Sewers).
Bundlers and Banders (both Machine and Hand).
Gold Blockers.
Paging Men (including Numberers).
Gilders (including Glazers and Indexers).
Perforators and Eyeletters (including Punchers).
Mono and Lino Mechanics.
Linotype and Intertype Operators.
Linotype and Intertype Cleaners.
Monotype Keyboard Operators.
Monotype Caster Attendants.
Rotary Plate Casters.
Rotary Machine Attendants.
Stereotypers (including Stereo Matrix Makers' and Stereo Casters).
Line Etchers.
Halftone Etchers.
Colour Etchers.
Process Etchers.
Process Printers.
Litho Artists (including Designers).
Litho Etchers.
Setting Men or Make-up Men in Film Studios.
Cameramen.
Photographers.
Negative Touchers.
Sound Recordists.
Plaster Moulders.
Plate Makers.
Plate and Film Developers.
Intensifiers.
Plate or Film Touchers (including Retouchers and Negative Retouchers).
Replacers.
Mounters.
Processing Machine Hands.
Film Joiner Maistries.
Film Joiners.
Disc Moulders and Polishers.
Disc Edgers.
Sievers.
Litho Transferers.
Copy Pasters.
Litho Machine Operators (including Litho Printers).
Litho Machine Feeders.
Stone Polishers (including Stone Grinders).
Photo Transfer Washers.
Photo Transferers.
Photo Litho Operators.
Film Printers (including Enlargers).
Photo Transfer Printers.
Helio Printers.
Off-set Machine Operators.
Off-set Machine Feeders.
Plate Grainers (including Plate Graining Machine Operators).
Paper Coaters.
Paper Polishers.
Bronzers.
Varnishers (including both Hand and Machine Varnishers and Varnish Drying Conveyor Attendants).
Ticket Printers.
Ticket Sorters.
Envelope Makers (Hand and Machine including Machine Feeders and Gum Men).
Post Card Machine Operators.
Paper Box Making Machine Attendants (including Box Corners' Stitching or Wiring Machine Operators).
Paper and Box Pasters (hand work).
Engravers.
Embossers.
Plate Printers.
Die Stampers.
Rubber Stamp Makers.
Metal Furnacemen.
Type Breakers and Rubbers.
Type Casters.
Type Dressers, Kerners and Filers (including Type Finishers).
Type Assemblers.
Coolies.

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